

Equal Opportunities Policy

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1. Introduction

The purpose of the policy is to ensure that the Company operates in a manner that does not discriminate in any decisions it makes or in any actions that it takes. The policy will apply to the manner in which the Company treat:

- Employees
- Sub-Contractors
- Self Employed workers
- Agency staff
- Clients
- Suppliers
- The general public

The Company is committed to eliminating unlawful discrimination, harassment and victimisation based upon a protected characteristic whether it is actual, perceptive or associative.

2. Employees

The Company is an equal opportunities employer, employees will not receive treatment less favourable in relation to the protected characteristics as recognised in the Equality Act (2010)

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Employment with the Company and progression within the Company will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the business.

The Company has separate policies which include Recruitment & Selection, Bullying & Harassment, Discipline and Grievance which all ensure fair and equal treatment to all employees.

Any employee who wishes to report unlawful discrimination, harassment and victimisation based upon a protected characteristic should do so through the grievance procedure.

3. Sub-Contractors, Self-Employed Workers, Agency Staff, Clients, Suppliers & the General Public

The Company will ensure that all sub-contractors, self-employed workers, agency staff, clients, suppliers & the general public will be treated in a fair, dignified and respectful manner, no sub-contractor, self-employed worker, agency staff, client, supplier or member of the general public will receive treatment less favourable in relation to the protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, as recognised in the Equality Act (2010).

The Company's commitment to equal opportunities in relation to suppliers is further detailed in the Supplier Approval Questionnaire.



Dan Holland (Joint Chief Executive Officer)