

EQUAL OPPORTUNITIES POLICY

The company is committed to ensuring consistency and fair treatment of all employees, customers, job applicants etc. and strives to make certain that no person is discriminated against with regards to the protected characteristic as defined in the Equality Act 2010, either directly, indirectly or by association.

This commitment is extended to all aspects of employment outlined below:

- ❖ Recruitment and Selection
- ❖ Promotion, career advancement and opportunities
- ❖ Training
- ❖ Terms and conditions of employment including associated benefits
- ❖ Handling of grievance or disciplinary matters
- ❖ Dismissal and redundancy
- ❖ Retirement

The company also aims to take positive action if employees or job applicants who share a particular protected characteristic suffer a disadvantage connected to that characteristic, or if their participation in an activity is disproportionately low.

The company will keep its policy under review in light of any statutory changes and will remedy any application of our policies.

