



## EQUAL OPPORTUNITIES POLICY

In accordance with our statutory obligations under the Equality Act 2010.

It is the policy of the company not to treat one group of people less favourably than others because of their colour, race, religion or belief, sexual orientation, nationality or ethnic origin in relation to decisions to recruit, select, train, promote, discipline or dismiss employees.

The above statement also includes Sex Discrimination, Disability Discrimination, Age Discrimination, Gender Reassignment and Marital and Civil Partnership Status.

Any member of staff found victimising, discriminating against, harassing or abusing (verbally or otherwise) another member of staff on the above grounds will be reprimanded and given a disciplinary warning. This will take the form of a written warning. In the event that the abuse constitutes gross misconduct, then similar action, including dismissal may be taken.

In the event that staff feel they have been harassed, discriminated against or victimised on any of the above grounds they should follow the grievance procedure as detailed in the Company Handbook.

Signed

Position

Managing Director

Name

S Enderby

Date

01/03/2019

Reviewed March 2019 (no changes required)

Copies are also available on the company website and in the QMS.