

Equal Opportunities Policy

The Company is an equal opportunity employer and is committed to a policy of treating all its employees and job applicants equally.

It is the policy of the Company to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to race, religion, colour, sex, national origin, disability, age or sexual orientation.

The Company will appoint, train, develop and promote on the basis of merit and ability alone.

Employees have a duty to co-operate with the Company to ensure that this policy is effective to ensure equal opportunities and to prevent discrimination. Disciplinary action will be taken against any employee who is found to have committed an act of improper discrimination. Serious breaches of the equal opportunities policy will be treated as gross misconduct.

Employees must not harass or intimidate other employees on the grounds of race or sex, disability, age or sexual orientation. Such behaviour will be treated as gross misconduct in accordance with the disciplinary procedure.

Employees should draw the attention of their immediate superior to suspected discriminatory acts or practices.

Employees must not victimise or retaliate against an employee who has made allegations or complaints of sex or racial discrimination, or discrimination on the grounds of disability, age or sexual orientation, or provided information about such discrimination. Such behaviour will be treated as gross misconduct in accordance with the disciplinary procedure.

Employees should support colleagues who suffer such treatment and are making a complaint.

Regional Director

Phil Darwin

Issue 1: 01.02.2019