

# Equal Opportunities Policy

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Document Control

## Approvals

	Name	Position	Date
Prepared By	Simon Munson	Managing Director	14/10/2019
Reviewed By	Simon Munson	Managing Director	14/10/2019
Approved By	Simon Munson	Managing Director	14/10/2019

## Record of amendments

Page Number	Amendment summary	Version	Date
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## Policy Statement

The Company provides a working environment in which employees are able to realise their full potential and to contribute to its business success irrespective of their age, gender, race, disability, sexual orientation, religion or belief. This is a key value to which all employees are expected to give their support.

In order to create conditions in which this goal can be realised, the Company is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes throughout the Company. The Company expects employees to support this commitment and to assist in its realisation in all possible ways.

Specifically, the Company aims to ensure that no employee or candidate is subject to unlawful discrimination, either directly or indirectly, on the grounds of age, gender, race (including colour, nationality or ethnic origin), sexual orientation, religion or belief or disability. This commitment applies to all aspects of employment, including:

- recruitment and selection, including advertisements, job descriptions, interview and selection procedures;
- training;
- promotion and career development opportunities;
- terms and conditions of employment, and access to employment related benefits and facilities;
- grievance handling and the application of disciplinary procedures; and
- selection for redundancy;
- retirement

Equal Opportunities practice is developing constantly as social attitudes and legislation change. The Company will keep its policies under review and will implement changes where these could improve equality of opportunity. This commitment applies to all the Company's employment policies and procedures, not just those specifically connected with Equal Opportunities.