



Equal Opportunities Statement

The Company is an Equal Opportunities employer and will therefore promote equality of opportunity in the recruitment, promotion, appraisal, training and development of its staff and otherwise treat them on the basis of their relative merits and abilities. The law requires that no job applicant; member of staff or customer will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex or marital status. Where the law does not prescribe, every effort will be made to avoid discrimination on grounds of disability, religion, political belief, socio-economic background, parental status, age (subject to normal retirement conventions) and sexual orientation.

Equal Opportunities Policy

- It is the Company's policy to provide equal opportunities in employment irrespective of race, colour, nationality, ethnic or national origin, sex, mental or physical disabilities, age, marital or civil partnership status, actual or perceived sexual orientation, gender re-assignment, religion or belief.
- This Policy applies to all Employees, all applicants for temporary employment and in the provision of services to clients.
- The Company is committed to the promotion of equal opportunities and to ensure that the human resources, talent and skills of all Employees are maximised.
- The Company's policy is to treat all Employees with respect and dignity, and to ensure that Employees are not victimised or subjected to harassment or discrimination on the grounds outlined above in Section 2.1.1.
- The Company seeks to fulfil this commitment to equal opportunities through the application of Policies and Procedures, which are consistent and equitable, and recognise the expertise and ability of each individual.
- All allegations of discrimination will be thoroughly and promptly investigated. Where allegations are substantiated, appropriate disciplinary action up to and including dismissal will be taken against any person responsible.
- The Company is committed to equal pay in employment. It believes its male and female Employees should receive equal pay for like work, work rated as equivalent or work of equal value. In order to achieve this, the Company will endeavour to maintain a pay system that is transparent, free from bias and based on objective criteria.
- The Company will make reasonable adjustments to its standard working practices to overcome barriers caused by disability.
- Any changes made will be the responsibility of the Manager.