

## Equalities policy statement

We are committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the company.

Our commitment is:

- to create an environment in which individual differences and the contributions of all our staff are recognised and valued;
- to a working environment that promotes dignity and respect to all employees. No form of intimidation, bullying or harassment will be tolerated;
- to train, develop and make available progression opportunities to all staff;
- to equality in the workplace as good management practice and sound business sense;
- to review all our employment practices and procedures to ensure fairness;
- to treat breaches of our equality policy as misconduct and reason for disciplinary proceedings;
- to monitor and review this policy annually.