



Equality, Diversity and Inclusion Policy

Statement of Policy

The aim of the policy is to ensure no job applicant or employee is discriminated against either directly or indirectly, including discrimination by perception, discrimination by association, harassment, and victimisation on any unlawful grounds.

The Company will not tolerate discrimination based upon 'Protected Characteristics' under the Equality Act 2010. Protected Characteristics are;

- Age
- Sex
- Race (including colour, nationality and ethnic or national origin)
- Marriage or Civil Partnership
- Sexual Orientation
- Disability
- Gender Reassignment
- Religion or belief
- Maternity or Pregnancy

The Company has overall responsibility for ensuring that this policy is implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

The Company will ensure that the policy is circulated to any agencies responsible for its recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

The Company will maintain a neutral working environment in which no worker feels under threat or intimidated.

Discrimination is unacceptable and breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.