



EQUALITY & DIVERSITY POLICY

1. There shall be no discrimination on account of disability, race, colour, religion, nationality, ethnic origin, age, sex, sexual orientation, or marital status.
2. The Company shall appoint, train, develop and promote based on merit and ability.
3. Employees have personal responsibility for the practical application of the Company's Equal Opportunities Policy, which extends to the treatment of members of the public and employees.
4. Direct discrimination based on a mistaken perception that the victim possesses a particular protected characteristic is unlawful. Discrimination by perception.
5. It is unlawful to discriminate against an individual on the grounds that he or she 'associated with' someone with a particular protected characteristic. Discrimination by Association.
6. Indirect discrimination occurs where the employer applies a provision, criterion, or practice which, although it is applied equally to everyone, has a disproportionate adverse impact on people who share a particular protected characteristic, and the employer cannot justify the application of the provision, criterion or practice on objective grounds.
7. Employers must not victimise someone because he or she has raised a genuine complaint of discrimination or assisted another employee with a complaint.
8. Managers and supervisors who are involved in the recruitment, selection, promotion, and training of employees have special responsibility for the practical application of the Company's Equal Opportunities Policy.
9. The Grievance Procedure is available to any employee who believes that he or she may have been unfairly discriminated against.
10. Disciplinary action under the Disciplinary Rules and Procedure shall be taken against any employee who is found to have committed an act of unlawful discrimination. Discriminatory conduct and sexual or racial harassment shall be regarded as gross misconduct.
11. If there is any doubt about appropriate treatment under the Company's Equal opportunities Policy, employees should consult the HR Manager.