



EXPERIENCE THE EXCEPTIONAL

EQUAL OPPORTUNITY POLICY

The Company is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against customers. We will not tolerate discrimination either in recruitment or during employment based on;

Age	Sex
Race	Marriage or Civil Partnership
Sexual orientation	Disability
Gender Reassignment	Religion or belief
Maternity or Pregnancy	

These are referred to as 'Protected Characteristics' under the Equality Act 2010.

Policies and procedures are based on the principle of equality of opportunity for all, including the procedures relating to recruitment, training, development and promotion of employees. Employees are protected from direct discrimination, indirect discrimination, discrimination by perception, discrimination by association, harassment and victimisation as defined by the Equality Act 2010.

The Company will take all appropriate disciplinary action (up to and including dismissal) against any employee who is found to have discriminated against any other person, on any of the grounds set out in this policy.

If any employee considers that he or she is suffering from unfair treatment on any of the grounds set out, he or she may raise the complaint with any manager or the HR Department.

C. J. Rea
Managing Director



INVESTOR IN PEOPLE

