



# Equal Opportunities & Dignity at Work Policy.

## Statement

Our organisation values the rich diversity and creative potential that men and women with differing backgrounds, skills and abilities bring to the workplace.

We are dedicated to a policy of equal opportunities for our staff and oppose any form of discriminatory treatment of employees or job applicants on the grounds of age, gender, race, disability, sexual orientation, gender reassignment, marital status, civil partnership, part time status, pregnancy, maternity leave, religion or belief.

We aim to provide a working environment where everyone is treated fairly. We expect employees to respect customers, suppliers and work colleagues and we will not accept any behavior that may be considered discrimination, harassment, bullying, victimisation, or favoritism.

We will ensure that individuals are selected, promoted and treated on the basis of their relevant aptitudes, skills and abilities at all times.

Acts which breach this policy will not be tolerated and all instances of such behaviour, or alleged behaviour will be fully investigated and may be subject to our disciplinary procedure, up to and including summary dismissal.

Whilst we acknowledge that specific responsibilities fall upon our managers, supervisors and others involved in recruitment and employee administration, all employees have a duty to accept personal responsibility for the practical application of this policy.

Any employee who feels they have suffered discrimination have the opportunity to make a complaint under our Grievance Procedure.



Steven Nanda  
CEO