

Our Equal Opportunities Policy

The Company is committed to ensuring all its employment practices and procedures are free from discrimination.

Our Commitment

- 1 No job applicant or employee will receive less favourable treatment than another.
- 2 No-one will be placed at a disadvantage by requirements or conditions which have disproportionately adverse effects which cannot be shown to be necessary to the satisfactory conduct of the job.
- 3 All reasonable adjustments to practices and premises will be made to accommodate disabilities.
- 4 Entry into the Company, and progression within it, will be determined on the basis of ability and performance after appropriate and reasonable adjustments have been evaluated.
- 5 The policy will be monitored, its effectiveness reviewed and, where necessary, remedial action taken.
- 6 The overall responsibility for ensuring successful implementation of this policy resides with the Managing Director.
- 7 All employees are expected to comply with this policy and refrain from any actions by word or deed which are detrimental to both the letter and spirit of the policy. Any deliberate failures to observe these requirements will invoke investigation and, if appropriate, disciplinary action.
- 8 Any complaints or grievances arising from perceived failures of adherence to this policy should initially be registered to the Head of Human Resources or alternatively the Managing Director.