

Equality Policy

We are committed to eliminating discrimination amongst our workforces. Our objective is to create a working environment in which there is no unlawful discrimination, and all decisions are based on merit.

Status of this policy

This policy does not give contractual rights to individual employees. The company reserves the right to alter any of its terms at any time although we will notify you in writing of any changes.

Eligibility

This policy applies to all employees, suppliers, contractors, and job applicants. Our approach to our employees and contractors is they all have a duty not to discriminate against each other and not to help anyone else do so. We will not tolerate discrimination in our workforce.

Our relationships with visitors, customers, and suppliers

You must not discriminate against any of our visitors, customers, or suppliers. Equally, we expect our visitors, customers, and suppliers not to discriminate against you and we will take appropriate action against any visitor customer or supplier found to have done so.

What to do if you have been discriminated against

If you believe you may have been discriminated against, please tell us. Allegations of potential breaches of this policy will be treated seriously. Employees and contractors who make such allegations in good faith will not be victimised or treated less favourably as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under our disciplinary procedure.

What will happen if you act in a discriminatory way?

If, after investigation, we decide that you have acted in breach of this policy you may be subject to disciplinary action up to and including dismissal. This policy applies to all employees.

Policy review and promotion

We will review our Equality Policy on a regular basis and ensure that its aims and objectives continue to be fully promoted to all employees.

*A full copy of this policy can be obtained from the Human Resources Manager.

Date: April 2024

Tony Nunn
Operations Director

