



Equal Opportunity, Diversity and Inclusion Policy

We make every effort to be an employer that embraces equal opportunity and diversity and inclusion for all members of society. We seek to eliminate unlawful discrimination and promote equal opportunities by satisfying the objectives and intentions of all relevant legislation and codes of practice pertaining to equal opportunities.

Employment

The policy commitment of the Company is to:

- Continue our commitment to providing equal opportunities in employment and avoiding unlawful discrimination in employment.
- Ensure individuals are selected, promoted and treated on the basis of their relevant merits, skills and abilities.
- Ensure employees are given equality of opportunity and encouraged to progress within the Company by recognising and valuing employee's different backgrounds, knowledge and experience to develop an effective workforce which meets our customer needs.
- Ensure that procedures are inclusive and positive in our support of all elements of our society.
- Ensure that the principles of equality of opportunity and valuing diversity are embedded in our culture and reflected in all the personnel policies and procedures developed by the Company
- Review selection criteria and arrangements frequently
- Monitor the effective implementation of our aim on a regular basis

This intent is supported by our documented Business Management System.

The policy and associated documentation is made known to all employees and will be reviewed on a regular basis

Mrs Suzanne Tunnington

Managing Director



Business Conduct Officer:	
Specific other staff:	
Enforcement:	
Created by:	A M Hughes
Creation date:	26 July 2012
Quality Manager Approval:	
Latest Review date:	25.02.16

Version	Description of action	Date of action	Action by:
V_0.1	Created	26 July 2012	A M Hughes



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