



## Equal Opportunities

### Purpose

We are an equal opportunities employer. Our future success in a highly competitive world depends upon our employees and the development of their skill and abilities.

It is our aim that there shall be equal opportunities in this organisation. There will be no discrimination on grounds of sex, sexual orientation, gender reassignment, disability, being married or a civil partner, colour, age, race, religion or belief which is not permitted by law; or on any other grounds, except where this is necessary to ensure that the job is done effectively and safely.

This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits terms and conditions of employment.

### Adherence to the Policy

All employees have a responsibility to apply this principle in practice. It is the responsibility of every employee to ensure that the Company's equal opportunity policy is observed and to understand clearly that there is a moral and legal duty not to discriminate against individuals. Equal opportunities are taken very seriously by the Company and any act of discrimination by an employee will be regarded as a disciplinary matter and will be dealt with according to the Company's Dismissal and Disciplinary Procedure. However, please note that neither this policy nor any part of it is intended to contractual effect.

If you believe that the Company or any of its employees has acted in breach of the policy, you should immediately raise the matter through the grievance procedure. In the event that such complaints are found to be well-founded, disciplinary action will be taken against those responsible and in serious cases may result in dismissal.