

STATEMENT OF EQUAL OPPORTUNITIES POLICY

April 2024

The Director believes that Equal Opportunities is not a separate issue but an integral part of the business and good management practice. One of our business objectives is to treat employees, contractors and customers with dignity and respect.

The company will comply with all the following legislation:

The Sex Discrimination Acts (1975 and 1986)

The Race Relations Act (1976)

The Equal Pay Act (1970 amended in 1983)

The Fair Employment (Northern Ireland) Acts (1976 and 1989)

The Disability Discrimination Act (1995)

Equality Act 2010

It will achieve this by:

Promoting equality of opportunities in all aspects of employment.

Eliminating discrimination in employment and the workplace by providing a harmonious working environment where no form of discrimination or harassment will be acceptable.

Ensuring that we have the right people in the right jobs so that we maintain an excellent standard of customer service.

Maintaining our reputation as a fair and responsible organisation in the eyes of our customers.

Complying with the letter and the spirit of equal opportunities legislation and, where necessary, take positive action measures.

The company will review employee's status to ensure that any disability or impairment that has developed during their employment will be assessed to ensure they are not being discriminated against.

Richard Clews

03.04.2024