

020 Equality and Diversity Policy Statement

It is the company's policy to ensure that all employees are treated in the same manner regardless of age, colour, creed, nationality, disability, gender or sexual orientation as required under the Equality Act 2010.

The company understands that equality and diversity in the workplace is good practice and is sound business sense. It commits to the following:

- Create a working environment free from bullying and harassment, victimisation and discrimination, thus promoting dignity and respect for all where individual contributions are valued.
- Investigate complaints of bullying, harassment, victimisation and unlawful discrimination
- Provide opportunities for training designed to develop all staff, decided on merit alone
- To encourage equality and diversity the company will monitor the make-up of the workforce to ensure, where possible, the aims and objectives of this Equality and Diversity Policy are achieved.

All transgressions to this policy will be investigated and disciplinary action will be taken, where applicable, under the Company's Terms and Conditions of Employment.

A handwritten signature in black ink, appearing to read 'Stuart Chown', is positioned above the printed name.

Stuart Chown
Director

Date: 4th April 2022