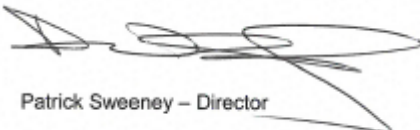


EQUAL OPPORTUNITIES POLICY STATEMENT

We are an equal opportunities organisation and employer. We are committed to treating equally all employees, job applicants, suppliers, customers, visitors and others with whom we have contact. No one shall receive less favourable treatment or consideration on the grounds of sex, race, colour, religion, religious or philosophical belief, nationality, age, ethnic origin, marital status, civil partnership, disability, sexual orientation or gender re-assignment.

Our Commitment

- All employees, job applicants, suppliers, customers, visitors and others with whom we have contact, will be treated equally, fairly and with respect.
- We will appoint, train, develop and promote on the basis of merit and ability.
- No employee or potential employee will receive less favourable treatment or will be discriminated against on the grounds of sex, race, colour, religion, religious or philosophical belief, nationality, ethnic or national origin, age, marital status, civil partnership, disability, sexual orientation, trade union membership or activity or on the basis of gender re-assignment.
- All employees have a personal responsibility for the application of this equal opportunity policy, which extends to the treatment of both fellow employees and customers, suppliers and visitors.
- Any employee who believes s/he may have been unfairly discriminated against is encouraged to use our grievance procedure.
- Any employee who conducts himself or herself in a discriminatory manner (whether on the grounds of sex, race, colour, religion, religious or philosophical belief, nationality, age, ethnic origin, marital status, civil partnership, disability, sexual orientation or gender re-assignment) towards another employee, customer or member of the public, will be guilty of gross misconduct and will be subject to disciplinary action.
- We will not discriminate during recruitment or advertising
- Roles and responsibilities in the Company are defined.
- We constantly monitor our Equal Opportunities performance and implement improvements when and where appropriate.
- This policy is regularly reviewed to ensure its continuing suitability for purpose.
- All appropriate records will be kept.



Patrick Sweeney – Director

Date: 1st January 2023