

EQUAL OPPORTUNITIES AND HARASSMENT POLICY



This Equal Opportunities Policy Statement and the Harassment Policy are designed to implement the commitment of the Company to Equal Opportunities and the eradication of harassment. It is the responsibility of every employee to ensure their own conduct conforms to the expected standards and reflects these Policy Statements.

The aim of the policies is to encourage harmony and respect amongst individuals to promote good working practices with a view to maximising the performance of the Company and its employees.

If Equal Opportunities are not applied, then valuable talent and potential are wasted. Moreover, when unfair discrimination, harassment, bullying or victimisation takes place they bring about a climate of fear, insecurity and poor work performance. As well as being illegal it affects profitability and morale. It is therefore vital that every employee understands their responsibilities. Equal Opportunities is taken very seriously by the Company and willful failure to apply the policies or evidence of discrimination, harassment, bullying or victimisation will result in disciplinary action which may include dismissal.

The Company seeks to employ a workforce which reflects the diverse community at large because the Company values the individual contribution of people irrespective of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion, ethnic or national origin. The Company is committed to observe as far as possible the Equality and Human Rights Commission's Codes of Practice for Employment, Equal Pay, Services, Public Functions and Associations. Our dedicated central Recruitment Team and robust recruitment processes ensure that equal opportunity is afforded to all applicants both internal and external.

All employees will be treated with dignity and respect. The Company will use its best endeavors to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion, ethnic or national origin which includes training employees on equality.

The Board of Directors and Senior Management Team are responsible for ensuring that our Equal Opportunities and Harassment Policies are upheld.

The Company recognises its legal obligations including those under the Human Rights Act 1998 and the Equality Act 2010 including any subsequent amendments.

All Company policies are reviewed annually.

A handwritten signature in black ink that reads 'Douglas Anderson'.

Douglas Anderson

Joint Managing Director

A handwritten signature in black ink that reads 'Iain Anderson'.

Iain Anderson

Joint Managing Director

Sept 2024