



Repair • Reinstate • Restore

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STATEMENT OF COMPANY EQUAL OPPORTUNITIES POLICY

The Company recognises that discrimination is unacceptable and although equality of opportunity has been a long standing feature of our employment practice and procedure, we have made the decision to adopt a formal equal opportunities policy. Breaches of this policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

The aim of the policy is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of race, colour, ethnic or national origin, religious belief, sex, marital status, sexual orientation, gender reassignment, age or disability.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

We will maintain a neutral working environment in which no employee or worker feels under threat or intimidated.

A handwritten signature in black ink, appearing to read "C. Farrand".

CRAIG FARRAND
Managing Director

2nd February 2018

