



# Equal Opportunities

## HR09 - Equal Opportunities Policy

The Company is committed to the equal treatment of all employees and applicants and requires all employees, of whatever grade or authority, to abide by and adhere to the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.

### The Company's Commitment

All employees are expected to abide by the requirements of the Race Relations Act (as amended), Sex Discrimination Act 1975, (c.65) and Disability Discrimination Act 1995.



Specifically, discrimination is prohibited in:

- Treating any individual on grounds of sex, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability or membership or non-membership of a trade union, less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their employment, which are different to the requirements for others.
- Imposing on an individual, requirements, which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for employees of a particular race or sex to comply than others not of that race or sex.
- Victimization of an employee. Harassment of an employee (which for the purpose of this policy is regarded as discrimination).
- The Company, recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the company is to identify by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them. The company will not knowingly support or deal with any business in slavery or human trafficking. We have a zero tolerance to slavery and human trafficking. We expect all of those in our supply chain and contractors comply with our values. This statement is in accordance with section 54 of the Modern Slavery Act 2015.
- Any other act, or omission, which disadvantages an employee or applicant against another, or others, purely on the above grounds. Thus, in all disciplinary matters, as well as consideration for training, promotion etc. it is essential that merit, experience, skills and temperament are considered as objectively as possible.

The Company commits to the immediate investigation of any claims of discrimination on the above grounds and will take appropriate action to ensure immediate resolution and ceasing of inappropriate behaviour. Company disciplinary procedures will be invoked as necessary.

**Ian fern, CEO**  
January 2026