

The Company recognises that discrimination is not only unlawful, it is also unacceptable and wrong.

The Company's aim is to ensure that no job applicant, employee or other interested party is discriminated against, directly or indirectly, on any unlawful grounds.

By including this policy in the Employee Handbook, all employees are made aware that the Company will act in accordance with all statutory requirements and take into account any relevant codes of practice. They also know that they have a duty to reflect this approach in their daily behaviour. We expect colleagues, the public and those we work with to be treated fairly and with respect; this must never be directly or indirectly affected by perceived race, gender, identity, age or disability.

All job applicants will be considered solely on their ability to do the job. Interview questions will not be of a discriminatory nature. All promotions will be made on merit in line with the principles of the policy.

Employees or visitors who have a disability (or other needs as a result of a protected characteristic) will receive the necessary help, within reason, to enable them to carry out their normal duties effectively.

This policy will be assessed at regular intervals to ensure that equality of opportunity is afforded to all employees.

Signed: Michael Gibbons Date: 07/04/2019  
**DIRECTOR**