


The policy of the Company is to attain and maintain high standards of performance with respect to ensuring a fair and balanced attitude to employment and to this end the Company will pursue continual improvement from year to year. The Company will ensure so far as is reasonably practicable, that we:

- Comply with all Local, National (and where appropriate International) Laws, Regulations and Directives as appropriate.
- Operate, wherever appropriate, to the best practices of industry in accordance with guidelines produced by relevant Authorities, Industry Associations or Government Agencies.
- Ensure that no job applicant or Employee should receive less favourable treatment on any grounds not relevant to good employment practice.
- Develop and apply systems of equal opportunities management as part of day-to-day operations and on-going management reporting and control procedures.
- Ensure, as far as is reasonably practicable and through recruitment and selection procedures, the workforce reflects the diversity of the community.
- Ensure equality of opportunity for all Employees in career development, training and promotion.
- Collaborate with all Suppliers and Clients to ensure a higher standard of Equal Opportunities awareness and management by promotion and by increasing knowledge and disseminating best practice.
- Remain alert and responsive to developing social issues, knowledge and public concern and pass this information on wherever and whenever possible.
- Ensure that Employees are aware of the Company Equality and Diversity Policy and are motivated to apply it.
- Ensure that Employees are aware of their own responsibilities and are given the support and training necessary to fulfil them.

The Company appreciates the importance of the Equality and Diversity Policy and to ensure its successful operation must take into consideration the views of its Employees. Therefore, the Company will strive to develop a positive culture based on consultation, cooperation and communication. Adequate resources will be made available to meet the requirements of the policy and all applicable Legislation.

The Company will ensure the continuous monitoring of the Equality and Diversity Policy to ensure its objectives are met. To this aim the Company will ensure that the Policy is reviewed and updated at regular intervals to reflect legislative and/or organisational changes.

<b>Name:</b>	<b>Bob Dimond</b>
<b>Position:</b>	<b>Director with Responsibility for Safety, Health and Environment</b>
<b>Signed:</b>	
<b>Date:</b>	<b>22<sup>nd</sup> January 2021 (valid until 11<sup>th</sup> February 2022)</b>