



Diversity (Equal Opportunities) Statement and Policy

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Diversity (Equal Opportunities) Statement and Policy

Statement

The Board of the Company is committed to promoting equality of opportunity and diversity and is opposed to all forms of unlawful and unfair discrimination.

Policy

The Company will not discriminate with regard to either customers or staff on the grounds of gender, marital status, race, ethnic origin, colour, nationality, disability, sexual orientation, religion, age, social circumstances or any other irrelevant factor.

Diversity involves the whole organisation working together to foster an environment of valued difference. Actively embracing diversity involves tolerance, understanding and respecting others. It is about building a culture that values openness, fairness and reward based on merit. The principle of diversity, therefore, directly reflects the Board's commitment to the value of fairness.

The Company will reflect these beliefs both in the attitude of management and employees to customers and also within the workplace. The Board believes that diversity is a strength and should be embraced by all management and employees for the benefit of the organisation, our staff and our customers.

The Board, Management and all employees across the Company are responsible for the promotion and advancement of this policy.

The objectives are as follows:

- To create an environment in which individual differences and contributions of all our staff are recognised and valued.
- To provide a working environment that promotes dignity and respect to all.
- To provide a safe and accessible working environment that is free from unfair treatment, discrimination and harassment thereby contributing to making the Company a great place to work.
- To provide fair access to all staff to learning, development, reward and promotion opportunities.
- To provide an environment for all customers to feel they are treated fairly and equally and with respect and to do all that is reasonable to provide facilities to enable them to do business with us.