EQUALITY STATEMENT

**Purpose**

The purpose of this policy is to demonstrate the company’s commitment to equality of opportunity for existing and potential employees, by promoting a work environment that affirms our commitment to the personal dignity and worth of each employee.

We do this by promoting a work environment that is free from discrimination in the following areas: gender, marital status, family status, sexual orientation, religious belief, age, disability, race, membership of the travelling community.

**Scope**

This policy applies to all present and potential employees of COMPANY.

**Policy**

The company is committed to equal opportunity of all employees and all potential employees of COMPANY. As such all employment decisions will be based on qualifications, merit and ability.

Any decision in relation to employment will not be influenced by any of the aforementioned areas outlined within the purpose of this policy. This policy applies to all areas of the organisation.

This policy applies to training, recruitment, conditions of pay, promotion and every other aspect of employment. The senior management at COMPANY are committed to ensuring that all recruitment and promotion decisions are solely based on merit and will not be influenced by any of the above areas of discrimination.

**Responsibility**

Every employee of COMPANY has a personal responsibility for the implementation of this policy. This includes treating peers and managers with dignity and respect.

Employees also have a responsibility to draw the attention of management to discriminatory practices or areas where they believe individuals have been treated unfairly under the above grounds. It is the responsibility of all managers to support and communicate this policy.

To reiterate the communications policy of the company, we encourage all managers to provide forums for employees to have open discussions in order to identify and resolve issues.

**Procedure**

Any employee who feels they have been treated unfairly in any employment related decision, such as promotion, training, conditions of employment or any other area should follow the company grievance procedure.

All cases of discriminatory allegations will be promptly investigated. Any individual found partaking in any form of discrimination shall be subject to disciplinary action up to and including dismissal, as per the company’s disciplinary procedure.