

HEALTH, SAFETY, WELFARE & ENVIRONMENTAL POLICY

4.0

EQUAL OPPORTUNITIES

We have committed to the policy of equal treatment of all our employees and applicants, etc., and we require all our 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 following previous acts have all now been incorporated into the Equality Act 2010:

Equal Pay Act 1970
Sex Discrimination Act 1975 and 1986
Race Relations Act 1976
Disability Discrimination Act 1995

We will continue to uphold the requirements of all these acts and implement the requirements of the Equality Act 2010.

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 is different to the requirements for others
- Imposing on individual, requirements that 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 members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an employee.
- Harassment of an employee (which for the purpose of this policy is regarded as discrimination).
- Any other act or omission of an act, which has as its effect the disadvantaging of 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 be considered as objectively as possible.

We will commit our company to the immediate investigation of any claims of discrimination on the above grounds, and, where such is found to be the case, a requirement that the practice cease forthwith, and to the investigation of any employee accused of discrimination.

Any employee (no matter what level) found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms against company policy and any employee offending will be dealt with under the disciplinary. Unless assurances of future non - discriminatory actions are forthcoming, an employee repeating any act of discrimination may be dismissed.

We recognise the right of an employee to belong to or not to belong to, a trade union, and membership or non - membership of such a union will not be taken into account in any way during the career of the employee.

We will commit our company to the employment of disabled personnel whenever possible, and will treat such employees in aspects of their recruitment and employment in exactly the same manner as other employees, the difficulties of their disablement permitting.

HEALTH, SAFETY, WELFARE & ENVIRONMENTAL POLICY

We are aware that the disability discrimination under the Equality Act 2010 gives disabled people rights in the way they receive goods, service or facilities.

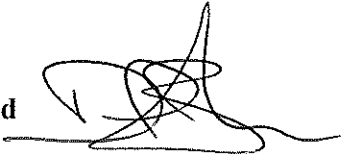
As service providers

- We must not treat disabled people less favourably because of disability.
- We must make “reasonable adjustments” for disabled people, such as giving extra help or changing the way services are provided.
- We must make necessary “reasonable adjustments” to our premises so that there are no physical barriers stopping or making it unreasonably difficult for disabled people to use the services.

Physical barriers would include steps; stairways; kerbs; exterior surfaces and paving, parking areas, building entrances and exits (including emergency escape routes); internal and external doors, gates, toilet and washing facilities; public facilities (such as counters or service desks); lighting and ventilation; lifts and escalators.

The Equality Act 2010 with regards to disability discrimination includes persons who suffer from mental health, people with HIV, cancer and multiple sclerosis.

Signed



Duncan Braxton
Managing Director

Date: 1st August 2011

1/8/11.