

	Title: Equal Opportunity and Diversity Policy	Rev: 3	Date: Jan 2020
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We are committed to ensuring the consistent profitable growth of the Company and see an effective equal opportunities and diversity policy as part of that commitment.

In compliance with current employment legislation and our commitment to acknowledging and appreciating diversity we will:

- Review regularly our selection processes and procedures at all levels to ensure all applicants are treated fairly during recruitment processes and in accordance with legislation and The Codes of Practice covering sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion or belief, age, disability union membership status, and also the less visible differences such as background, personality and work style, in accordance with our commitment to acknowledging and appreciating diversity.
- Ensure that opportunities for training and career development at all levels are made equally available to all suitably qualified employees, basing decisions only on the aptitudes and abilities of the individual and on the requirements of the job.
- Ensure that all employees at all levels are able to work within an environment based on dignity and respect, free of any kind of discrimination, harassment, victimisation or intimidation.
- Ensure that all employees at all levels are aware of the Company Equal Opportunities & Diversity Policy and provide any necessary training to enable them to meet their responsibilities under it.
- Regularly review policies, procedures and selection criteria at all levels to ensure that individuals are treated according to their relevant individual abilities and merits with regard to selection, terms and conditions of employment, transfer, training, promotion, discipline and dismissal.
- Regularly consult and update all employees on changes to legislation and equality and diversity issues as appropriate
- Take appropriate action to redress any concerns arising out of our internal processes and procedures.
- Where appropriate, set up further action plans to promote equal opportunities and diversity.
- Should any aspect of this policy be breached the Company's disciplinary procedures will be implemented

Mr. A Larkin is the Managing Director and is responsible overall for the implementation of this Policy and its periodic review.

Signed:



A Larkin
Managing Director
3 February 2021