

J N PILING LTD

DIVERSITY, EQUALITY & ANTI-DISCRIMINATION POLICY

The purpose of this policy is to :

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.
- Ensure selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

The policy will be implemented within the framework of all relevant legislation.

Our Commitment

- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- The commitment to encourage diversity and equality in the workplace as they are good practices and make business sense.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Make opportunities for training and development to progress all employees. Encourage to develop all employees to their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
- The policy will be monitored and reviewed annually.

Signed



Date

1st May 2020

Position

Managing Director