

Equality & Diversity Policy

Assembly Contract Ltd



Assembly Contracts Ltd is committed to eliminating all forms of discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

This policy is in-line with the Equality Act 2010.

To that end the purpose of this policy is to provide equality and fairness for all in our employees and not to discriminate on grounds of gender, marital status, civil partnership, race, ethnic or national origins, colour, nationality, national origin, disability, sexual orientation, pregnancy/maternity, religion or belief and age.

This also applies regarding a combination of the above and indirect discrimination.

We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time, or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize efficiency of the organization

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognized and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures as appropriate to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by Top Management and has been agreed with employee representatives.
- The policy will be monitored and reviewed annually.
- All members of the management team and supervisors are responsible for ensuring the day to day implementation of this policy.

A handwritten signature in blue ink that reads 'A. Colduck'.

(on behalf of Assembly Contracts Ltd and Top Management - Andrew Colduck – Quality Director)

Ref No: EDP001

Owner: Quality Director

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