

COMPANY DISABILITY, DIVERSITY & EQUALITY POLICY STATEMENT

Policy Statement

The purpose of this policy is to provide diversity and equality to all company employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination. All employees, whether part time, full time or temporary, will be treated fairly and equally. 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 utilised to maximise the efficient of the organisation.

Our Commitment:

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to diversity and equality in the work place is good management practice and makes sound business sense.
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully support by senior management and has been issued to all employees.
- The policy will be monitored and reviewed annually.
- Implementation is part of the company induction procedures where it is discussed fully with all employees. If there are any requirements for specific training that will benefit and support Company personnel, this will be undertaken as part of the annual review.

Statement on Promoting Disability Equality

The Company recognises that many disabled people face barriers to access and achievement in employment. We are committed to eliminating discrimination and harassment on grounds of disability and promoting equality of opportunity between disabled people and other people. We believe that through our work we can help promote equality and diversity.

In order to meet the general duties of the Disability Discrimination Act 2005, we will;

- Promote equality of opportunity between people with disabilities and other people
- Eliminate direct or indirect discrimination;
- Eliminate harassment of people with disabilities that is related to their disabilities
- Promote positive attitudes towards people with disabilities
- Encourage participation by people with disabilities in public life
- Take steps to take account of people's disabilities, even where that involves treating people with disabilities more favorably than others.

It is the responsibility of every member of staff to treat people with respect, regardless of their disability status, and to make a positive difference to disability equality within the work environment.

This policy will be implemented within the framework of the relevant legislation.

For and on behalf of MALDEN ROOFING CONTRACTORS (SHEFFIELD) LTD

D. Bullas

D. Bullas
Managing Director
11th June 2018