

DIVERSITY AND EQUALITY POLICY

Site Operative Solutions Limited is committed to equality and diversity to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.

All employees, whether part time, full time or temporary, will be treated fairly and equally.

All employees are entitled to a working environment which promotes dignity and respect. No form of intimidation, bullying or harassment will be tolerated.

We strive to go beyond the legislative requirements to create a company that is a diverse team of people that recognises individual needs. We are committed to harnessing individual talents and skills to maximize the efficiency of the organization and that selection for promotion, training or any other benefit will be on the basis of aptitude and ability.

Diversity is an important part of the induction process when new people join and why we have training sessions on Diversity. Other policies have been put into place which further supports diversity in the workplace, specifically the policy on Harassment and Bullying. Any breach of the Harassment and Bullying policy or the Diversity policy will be taken very seriously and could result in disciplinary action.

We recognise that developing a diverse company is ongoing and to that end we have developed an action plan which includes the following:

- Monitor the composition of our workforce on an annual basis and set targets to ensure we are creating a more diverse company and one which reflects the local community
- Conduct a staff survey on an annual basis to invite feedback on how they feel about working for the company and the degree to which they are treated with fairness and respect

This Policy is fully supported by senior management and has been agreed with employee representatives and will be reviewed and updated in the light of legislative changes, which occur from time to time.

Signed:  (Managing Director)

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