

# Gary Pitt and Company Ltd

## Electrical Contractors

### **EQUAL OPPORTUNITIES POLICY**

Gary Pitt and Company Limited are committed to equal opportunities for all employees, job applicants, customers and suppliers, irrespective of age, disability, ethnic or national origin, gender, race, religion or sexual orientation.

Our commitment is not purely based on a strong ethical stance, but also because we value our diverse customer base and the individualism that every employee brings to our company.

By way of summary, here are the key principles it follows:-

- Employees, job applicants, customers and suppliers will be treated fairly, openly, honestly and with dignity and respect at all times.
- No job applicant will receive less favourable treatment on the grounds of age, disability, ethnic or national origin, gender, race, religion or sexual orientation. We will make reasonable adjustments to our practices and procedures to accommodate the needs of anyone with a disability. Our intention is to enable all staff to work in an environment which allows them to fulfil their potential without fear of discrimination or harassment.
- Recruitment, training and promotional opportunities will be made as widely available as possible.
- Selection of new applicants will be based solely on merit and the legitimate business needs of the organisation.
- Selection opportunities for existing employees for training and promotion will relate only to the requirements of the job.
- Equal opportunity is all about good and fair employment practice and makes good business sense. Everyone has the right to work and do business in an environment free of discrimination and harassment and Gary Pitt and Company Ltd will not tolerate such behaviour under any circumstances.

This policy may be amended at any time by the employer, in its absolute discretion.