

## Policy Statement

# Equality & Diversity

**Mick George Ltd (MGL)** is committed to providing equality of opportunity for all in alignment with the **Equality Act 2010**.

The company seeks to employ a workforce that reflects the diverse community at large and values the individual's contribution irrespective of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.

Each individual has a responsibility to ensure they do not breach this policy and also has a duty to report to Management any individual who does breach this policy.

MGL will not tolerate acts and attitudes which breach this policy and all instances of such behaviour or alleged behaviour will be investigated and if proven, subject to the company disciplinary procedures. This policy also seeks to;

- Provide a working environment that is free from prejudice, discrimination, victimisation, bullying or harassment.
- Ensure all employees/trainees are treated with dignity and respect, encourage harmony and respect amongst individuals, thereby promoting good working practices and maximising individual performance.

This policy covers all aspects of employment from vacancy advertising, recruitment, selection, training, promotion and continued employment;

- We will not discriminate based on a person's age; disability; family circumstance; gender; political opinion; race, colour, nationality, ethnic or national origin; religion or belief; sexual orientation; socio-economic background, trade union membership or other distinctions.
- All employees/trainees will be considered solely on their merits for career development and promotion with equal opportunities for all.

### Help and support

Any employee/trainee who has a query regarding the company's Equality & Diversity Policy should, in the first instance contact their Line Manager. If an employee/trainee believes that they may have been subjected to treatment, which breaches this policy, they may use the company's grievance procedure.

This policy will be made available to our employees/trainees, those working for or on behalf of MGL and provided on request to any other interested parties. The policy will be reviewed annually, subject to changes in company procedure or legislation.

Signed:

  
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Managing Director

Date: 09.01.19