

Lee Marley Brickwork Limited aims to recruit and retain the best staff and endeavours to provide employment opportunities on a fair and equitable basis, taking into account the skills and experience required to perform each job. It strives to ensure that neither its policies nor practices act to disadvantage particular groups or individuals

The company is committed to providing equality of opportunity to all, regardless of sex, age, race, colour, national or ethnic origin, religious beliefs, marital status, pregnant employees, those on maternity leave, disability or sexual orientation. This is also inclusive of part-time employees and trade union membership or non-membership.

In order to meet this commitment the Company has adopted the following practices.

It is the Companies intention that no individual or organization connected with its activities shall hinder the application of this policy. The provisions of this policy will therefore be brought to the attention of its staff & employees.

To fulfill the commitments made in this statement, information will be sought from applicants for employment, so as to allow the monitoring of the Equal Opportunities Policy to be carried out. Monitoring will take place at the various stages of the employment process to ensure compliance with the policy.

Training will be provided to employees in the Companies approach to Equal Opportunities.

Terms and conditions of employment require all individuals who are involved in the employment of the workforce not to discriminate unfairly. Any allegations of such behaviour, or of racial or sexual harassment, will be investigated thoroughly and disciplinary action will be taken where necessary.

Signed:  Date: ...01/02/2019

On behalf of Lee Marley Brickwork Ltd

Document title	Date of issue:	Revision No:	Document Author:
Equal Opportunities & Diversity Policy	01/02/19	3	Neil Page
Printed copies of this Document are uncontrolled			