

## Fabricast Group Ltd

# Equality Policy & Procedures

Fabricast Group Ltd opposes all forms of unlawful and unfair discrimination. We are committed to zero discrimination and encouraging diversity amongst our workforce, so that each of our employees feels respected and able to give their best.

This policy states our approach to equality and fairness for all in our employment and our intolerance of discrimination whether on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

All employees, whether part-time, full-time, temporary or on short-term fixed contracts will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of knowledge, skills, behaviours required and ability. All employees will be helped and encouraged to develop and the talents and resources of the workforce will be fully used to maximise the efficiency and effectiveness of the Fabricast Group Ltd.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to all staff, as is progression if appropriate or available.
- Equality in the workplace is a good business practice and makes sound business sense.
- We will review, annually, all our employment practices and procedures to ensure fairness.

Breaches of our equality policy by any employee will be regarded as misconduct and could lead to disciplinary proceedings.

- This policy is fully supported by the Managing Director.
- The policy will be monitored and reviewed annually.

### Fabricast Group Ltd

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