



Apex Scaffolding Anglia Ltd.

North Quay Works, North Quay Industrial Estate, Lowestoft, Suffolk, NR32 2HF

Telephone:01502 537129 Email: info@apexscaffold.co.uk Web: www.apexscaffold.co.uk

Equal Opportunities Policy Statement

Apex Scaffolding Anglia Ltd. recognises the value of developing a working culture that is fair and 'inclusive' - enabling all employees to make their distinctive contributions to the benefit of the business. We will therefore not tolerate discrimination of any kind on grounds that include: -

- Age
- Beliefs
- Colour
- Disability
- Ethnic origin
- Marital status
- Nationality
- Parental responsibility
- Part-time and fixed term status
- Race
- Religion
- Sex
- Sexual orientation

Our Aim

- To recruit, train and promote the best person for the job
- To make full use of the talents and resources of all our employees
- To create a working environment free from unlawful discrimination, victimisation and harassment in which every one of you is treated with dignity and respect

What does it cover?

All of our people policies are based on the principle of equality of opportunity for all including:

- Recruitment and selection
- Training and development
- Promotion
- Selection for redundancy

Employees Duties

Any form of discrimination may be unlawful, and will not be tolerated by the Company. Employees are obliged to co-operate to ensure that the policy is carried out effectively. If their actions or omissions amount to either a breach of this policy or to unlawful discrimination, Apex Scaffolding Ltd Will regard this as a disciplinary offence resulting, if appropriate, in disciplinary action this would include summary dismissal

Employees are required to comply with this policy when dealing with other employees (including temporary or agency staff and consultants), job applicants, clients, supplier's customers and



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Company Reg No: 3862374
Registered office: As above



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contacts of the Company and anyone else with whom you come into contact during the course of your employment.

Information and Support

Equal opportunities awareness briefings will be available to all employees, with additional training provided to all supervisors, managers and those involved in the Company's recruitment, training and promotion processes, and / or conducting the Company's grievance and disciplinary procedures. This briefing includes the moral and legal reasons for adopting an equal opportunities approach to these key areas.

Making Sure the Policy Works

In order to ensure that the documented approach is followed, we carry out regular and comprehensive audits. This includes the monitoring of all applicants for our position and we regularly review the ethnic profile of our workforce to ensure that our diversity policy is working in practice.

Signed:

A handwritten signature in black ink, appearing to read 'D Cox'.

Date: 5th February 2021

David Cox - Managing Director
Apex Scaffolding Anglia Ltd



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