

## EQUAL OPPORTUNITIES POLICY

Drainline Southern Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce. Drainline Southern Ltd aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees of Drainline Southern Ltd, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All Drainline Southern Ltd employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Drainline Southern Ltd is committed to developing an organisational culture which implements a policy of support for the internationally recognised human rights contained within the Universal Declaration of Human Rights, and seeks to avoid complicity in human rights abuses.

### Drainline Southern Ltd 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, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with trade unions and/or employee representatives. (Insert details if appropriate).
- To respect the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and enforced labour, and freedom of association and the right to engage in collective bargaining.

The policy will be monitored and reviewed annually during the annual Management Review Meeting.

**Name:** Tristan Miles

**Signed:**

A handwritten signature in black ink, appearing to be "Tristan Miles".

**Appointment:** Managing Director

**Date:** 1<sup>st</sup> September 2020

**Next Review Date:** 1<sup>st</sup> September 2022

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