



## Milbank Concrete Products Ltd

### EQUAL OPPORTUNITIES POLICY STATEMENT

#### Purpose

The Company is committed to promoting equality of opportunity for all staff and job applicants. The Company aims to create a working environment in which all individuals are able to make the best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

The Company does not discriminate against staff on the basis of the protected characteristics, namely:

1. Age
2. Disability
3. Race
4. Sex
5. Gender reassignment
6. Marital or civil partner status
7. Pregnancy or maternity
8. Religion and/or belief
9. Sexual orientation

This Policy also applies to the way in which visitors, clients, customers, suppliers and former staff members are treated.

All staff have a duty to act in accordance with this Policy and treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff, regardless of their status.

This Policy applies to the advertising or jobs, recruitment and selection, to training and development, opportunities for promotion, to conditions of service, benefits and facilities and pay, to health and safety and conduct at work, to grievance and disciplinary procedures and to termination of employment, including redundancy.

The Company will take appropriate steps to accommodate the requirements of different religions, cultures and domestic responsibilities.

Allegations regarding potential breaches of this Policy will be treated in confidence and investigated in accordance with the relevant procedure. Staff who make such allegations in good faith will not be victimised or treated less favourably as a result.

Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. The Company takes a strict approach to serious breaches of this Policy.

Andy Mayne  
**Managing Director**  
January 2021