



Equal Opportunities Policy Statement

Introduction

Equal opportunities affect everybody in the workplace. The aim of this policy is to treat everyone with respect and fairness at all times. All employees, sub-contractors and suppliers are able to contribute to George Pearce & Sons Ltd success irrespective of their belief, disability, gender, race, religion and sexual orientation.

All employees, sub-contractors and suppliers to George Pearce & Sons Ltd are encouraged to read this policy statement and make comment to the Director, Mr Fran Pearce if you have any concerns or queries in relation to the Company's policy towards equality.

Policy Aims

George Pearce & Sons Ltd aims to:

- Utilise the skills and qualities of its staff to help them to achieve their maximum potential.
- Ensure that all employees, sub-contractors, suppliers and applicants for employment receive equal treatment without discrimination on the grounds of belief, disability, gender, race, religion and sexual orientation.
- Recruit and promote staff based on ability and performance and not on any of the above considerations.

Policy Objectives

George Pearce & Sons Ltd will put this policy into practice by:

- Endeavouring to meet our legal obligations relating to Equal Opportunities.
- Ensuring that all employees, sub-contractors, suppliers are aware of this policy.
- Ensuring that all employees have equal opportunity and encouragement to progress within the company.
- Ensuring that all employees have relevant advice and or training if required.
- Ensuring that breach of this policy will result in disciplinary procedures.
- Ensuring that our Equal Opportunities Policy is reviewed periodically.

Any queries in respect of this Equal Opportunities Policy Statement should be raised personally with Mr Fran Pearce who will answer any questions accordingly.

Name: Fran Pearce

Position: Director

Signed:

Dated: October 2018