

Equal Opportunities Policy



We strive to ensure that our company does not in any way create discrimination on grounds of gender, age, race, sexuality, nationality, religion, marital status, gender reassignment, disability, or any other prejudicial grounds. Of particular relevance are the processes of recruitment, promotion, offering terms of employment, and disciplinary procedures.

We hope to successfully implement this policy by carefully planning our approach to recruitment and staff promotions, using structured systems which match written criteria to a candidate's merits and personal qualities. Reviews will be made as often as necessary (usually annually) to see whether we feel these systems are working.

Consideration is given to making any reasonable adjustments to the workplace if necessary, in order to accommodate staff needs.

In adhering to our Safety policy and written selection criteria, we occasionally have to give due consideration to differences between individuals, with regard to their physical characteristics or other capabilities, but this is not allowed to have any unreasonable bearing.

All workers have a legal and moral obligation not to conduct themselves in a discriminatory and prejudicial manner, and to report any instances of such. Staff will be subject to disciplinary or legal proceedings should they be found to have behaved in contradiction to this.



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