

Regal Balustrades Ltd - Equal Opportunities Statement

Regal Balustrades Ltd are an equal opportunities employer. Our future success and that of our customers depends upon our employees and the development of their skills and abilities.

It is our aim that, subject to the Company's lawful requirement, there shall be equal opportunities in this organisation. There will be no discrimination which is not permitted under the provisions of the regulations, or otherwise by law, or on any other grounds, except where this is necessary to ensure that the job is done effectively and safely.

This principle, of equal opportunities, will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

All employees have a responsibility to apply this principal in practice. It is the responsibility of every employee to ensure that the company's equal opportunity statement is observed and to understand clearly that there is a moral a legal duty not to discriminate against individual. Equality of opportunity as a principle is taken very seriously by the Company and any act of discrimination by any employee will be regarded as a disciplinary matter and will be dealt with according to the company's Disciplinary Procedure.

If you believe that the company, or any of its employees, has acted in breach of the Equal Opportunities Statement, you should immediately raise the matter through the Grievance Procedure. In the events that such complaints are found to be well-founded, disciplinary action will be taken against those responsible and in serious cases may result in dismissal.

Charles Doling

Director

January 2020