

EQUAL OPPORTUNITIES

POLICY STATEMENT

16 June 2007

The equal opportunity policy of Trent Valley Refrigeration Ltd is that in the recruitment; selection, training, appraisal, development and promotion of employees, the only consideration must be that the individual meets, (or is likely to meet) the requirements of the position the individual holds (or is likely to hold).

The requirements being met, no employee will be discriminated against on the basis of their gender (including sex, marriage, gender re-assignment); sexual orientation, race, colour, ethnic origin, nationality and national origin, disability, marital status, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

All employees, whether full-time, part-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 employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the company.

It is the aim of Trent Valley Refrigeration Ltd to have a workforce that is representative of all sections of society within the local community.

The company is committed to provide a working and social environment in which the rights and dignity of all its employees are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying.

This policy means that all employees of Trent Valley Refrigeration Ltd have the right to work in an environment free from discrimination, prejudice and all forms of harassment or bullying.

Trent Valley Refrigeration Ltd is committed to a programme of action to ensure that its policy is implemented and monitored at an organizational and individual level.

Trent Valley Refrigeration Ltd will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements signalled under EU Directives. The company's policy is guided by:

- Equal Pay Act 1970
- Sex Discrimination Act 1975 and 1986
- Race Relations Act 1976
- Race Relations (Amendment) Regulations (2000 & 2003)

- Disability Discrimination Act 1995 Amendment Regulations 2003
- Special Educational Needs and Disability Act 2001
- Human Rights Act 1998
- Sexual Orientation Regulations 2003
- Religion or Belief Regulations 2003
- Rehabilitation of Offenders Act 1974 and (Exceptions) Order 1975
- Criminal Justice and Public Order Act 1994
- Employment Act 2002
- Employment Rights Act 1996
- EU Equal Treatment Framework Directive (2000/78)
- Age Discrimination Regulations (to be introduced in October 2006)

and, in addition, the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality, together with the Codes of Practice on Disability and Age Diversity. These Codes are not legally binding (though they are admissible as evidence in Employment Tribunals) and Trent Valley Refrigeration Ltd supports them fully.

The Director will be involved in all aspects of recruitment which will ensure our procedures comply with the Equal Opportunities policy and take action where appropriate.

Breaches of our Equal Opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.

Our Equal Opportunities Policy will be communicated both verbally and in writing to ensure all employees are aware of their obligations to comply with the policy.

Training on Equal Opportunities will be incorporated into the Induction Programme which will include countering Harassment and Bullying.

It is the objective of Trent Valley Refrigeration Ltd to have a diverse and harmonious workforce which will be achieved by having in place a structured environment and policy which ensures peoples rights and feelings are respected.

This policy will be regularly monitored and reviewed to ensure that the objectives are achieved

SIGNED: _____

LEE EASTON - DIRECTOR

DOCUMENT:	ENVIROME.WPD
ISSUE:	1
REVISION:	3
DATE:	16 JUNE 2007