



MARCOL
FABRICATIONS (PLASTICS)

EQUAL OPPURTUNITIES POLICY

Marcol Fabrications (Plastics) Ltd is an equal opportunities employer.

In implementing the policy for Equal Opportunities and Diversity, no job applicant or employee will receive less favourable treatment on the basis of race, colour, gender (including gender reassignment), disability, nationality or ethnic origin, marital status, sexuality, responsibility for dependants, religion, trade union activity or age.

All employees will be given an equal opportunity to progress within the company.

All policies will be regularly monitored to ensure that there is no direct or indirect discrimination occurring in connection with race, colour, gender, disability, nationality or ethnic origin, marital status, sexuality, responsibility for dependants, religion, trade union activity or age records of job applicants or existing employees.

The following actions will be implemented to ensure the policy is put into practice:

- The recruitment, selection, training, promotion, discipline and dismissal of employees will be on the basis of merit and ability.
- It is a disciplinary offence to victimise, discriminate or harass any employee.
- Every reasonable step will be taken to ensure that the workplace is accessible and managed to suit the needs of all employees.
- All employees will be given every opportunity to know and understand this policy.

This Equal Opportunities Policy is directed at Board level and is reviewed regularly.

Steve Barnes – Managing Director

May 2023