

## EQUAL OPPORTUNITIES POLICY STATEMENT

It is the Company's policy to promote equal opportunities in all aspects of employment.

Regardless of colour, race, ethnic origin or sex the Company aims to accord equal opportunity in recruitment, training, promotion opportunities and terms of employment.

As a safeguard a grievance procedure is available to individual employees who feel that they have received unfair treatment on the grounds of their colour, race, ethnic origin or sex.

The equal opportunities grievance procedure is for the individual to first contact their immediate Supervisor verbally.

If not satisfied with the response the matter should then be elevated to the Manager.

Should this still not be satisfactory to the individual, the matter should then be raised in writing to a Director of the Company, whereby a meeting will be arranged with all the relevant parties to attend.

This policy will be regularly monitored and reviewed by Mark Bailey

Signed:



Mark Bailey  
**Managing Director Hampshire Demolition and Recycling**

**September 2019**