

## EQUALITY & DIVERSITY POLICY

Palmaris Services Ltd encourages a wide and diverse population of employees and it is this very diversity that is one of the company's greatest strengths. In order to consolidate and build upon this diversity, it is essential that equality of opportunity and the absence of unfair discrimination be at the core of all the company's activities.

The Directors recognise the link between equality and quality and will not unfairly discriminate in the recruitment or general treatment (including training, remuneration and promotion) of people on the basis of race, colour, ethnicity, ethnic origin, national origin, gender, marital status, disability, religion or belief, sexual orientation, age or any other factor.

The company is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- **Communicating its commitment to equality and diversity to all members of its community**
- **Communicating where responsibility lies for equality issues**
- **Providing training for decision-makers, and briefing for staff**
- **Developing mechanisms for implementation, monitoring, evaluation and review.**
- **Taking positive action to redress any gender, racial or other imbalances in the company**
- **Treating acts of discrimination as a disciplinary offence**
- **Consulting with interested groups and individuals, internal and external**

The HR Manager has responsibility for ensuring that the company operates within the legal framework for equality and for implementing the policy throughout the company. However, each member of the company community as a whole is responsible for preventing unfair discrimination which it is within their control to prevent.

The Equality and Diversity policy is freely available to all interested parties. All stakeholders and members of the public can receive a copy for their review upon written request.

Training will be used to communicate the policy and to help them to translate it into working practice.



Chris Nugent  
Managing Director