



Equality and Diversity Policy Statement

Sanmet Limited is committed to encouraging equality and diversity by eliminating discrimination in both its role as an employer and as a provider of services.

We aim to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity and that encourages individuals to develop and maximise their true potential. Wherever practicable we are committed to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Purpose

We recognise that discrimination can be direct or indirect and that certain groups and individuals are disadvantaged due to discrimination experienced and we seek to ensure that our organisation respects and includes everyone and that neither customer or potential customer, supplier or potential supplier and all employees be they full time, part-time, temporary and that all job applicants receives less favourable treatment on the basis of:

- Age
- Disability and or medical conditions
- Marital status
- Race, language, ethnic or national origins
- Religious belief
- Responsibilities for the care of dependants
- Sexual orientation
- Sex (including gender reassignment)
- Trade Union membership and or political views or affiliations

Principles

Sanmet Limited's commitment to Equality and Diversity is:

- Create an environment where individual differences and contributions of all are recognised and valued
- Create an environment promoting dignity and respect and tolerates no intimidation harassment or bullying
- Ensuring training, development and progression opportunities are available to all.
- To promote equality within the workplace, which we believed to be good management practice.
- To regularly review all employment practices and procedures to ensure no employees or job applicants are treated less favourably than others
- To review all services to ensure they are accessible to all groups
- To treat breaches of the equality policy seriously and to take disciplinary action when required
- To provide information and training to all employees to ensure they are fully aware of issues relating to Equality & Diversity and their responsibilities in relation to it
- To monitor and review the policy annually at the relevant Management Meeting to ensure that the Equality & Diversity policy is fully implemented and fully supported by the management

The success of this policy relies on the support and understanding of all our staff and employees

A handwritten signature in black ink, appearing to read "Z Marsden".

Zara Marsden
Managing Director

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