

## EQUAL OPPORTUNITIES POLICY

Johnsons Surfacing Limited is committed to eliminating discrimination and encouraging diversity amongst our workforce. Johnsons Surfacing Limited's aim is that our workforce will be truly representative of society and each employee feels respected and able to give of their best. To that end the purpose of this document is to set out the Johnsons Surfacing Limited policy to ensure equality and fairness is afforded to all in our employment and not to discriminate against anyone.

Johnsons Surfacing Limited will ensure that it does not allow any form of discrimination in any of the Protected Characteristics as defined in the Equality Act 2010 with regard to:

- Sex
- Marital Status
- Family Status
- Culture
- Civil Partnership Status
- Trans-Gender Status
- Sexual Orientation
- Race
- Colour
- Nationality
- Ethnic Origin
- Religion or Belief
- Age
- Disability

All employees of Johnsons Surfacing Limited, whether part-time, full-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 Johnsons Surfacing Limited employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Johnsons Surfacing Limited's commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Company Directors.

### Advertising Statement

We are an Equal Opportunities Employer.

The policy will be monitored and reviewed annually during the Johnsons Surfacing Limited's Management Review Meeting.



**Director**

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