

1. Policy Statement

- 1.1 EE Smith Contracts Limited ("the Company") is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.
- 1.2 This Policy aims to remove unfair and discriminatory practices within the Company and to encourage full contribution from its diverse community. The Company is committed to actively opposing all forms of discrimination.
- 1.3 The Company also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by the Company. The Company believes that all employees and clients are entitled to be treated with respect and dignity.
- 1.4 Any and all personal data used in connection with this Policy shall be collected, held, and processed in accordance with the Company's Employee Data Protection Policy.

2. Objectives of this Policy

- 2.1 To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.
- 2.2 To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

3. Designated Officer

Name:	Claire Noble
Position:	Human Resources Manager
Telephone Number	0116 270 6946 (main switchboard)

This policy statement was reviewed and approved by the Company Board of Directors on 15 October 2019.



Neil Simpson
Finance Director