

EQUALITY, DIVERSITY AND INCLUSION POLICY

Wymark is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination. The organisation - in providing goods and services - will not unlawfully discriminate against customers or the public.

The Company will:

- Provide equality, fairness and respect for all in its employment, whether temporary, part-time or full-time
- Not unlawfully discriminate on the grounds of age, disability, gender, race, religion, marital status etc.
- Avoid all forms of unlawful discrimination in pay and benefits, conditions of employment, grievances, discipline, dismissal, redundancy, parental leave, flexible working etc.
- Encourage equality in the workplace and create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Provide appropriate training to managers and all other employees about their rights and responsibilities under this equality, diversity and inclusion policy.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

Signed:

Melvyn Dane

Dated: 17th April 2023

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Melvyn Dane
Managing Director
Issue 1

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