

FIRE PROTECTION LTD

EQUAL OPPORTUNITIES POLICY

Fire Protection Ltd is an equal opportunity employer and is committed to a policy of treating all our employees and job applicants equally. It is our policy to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to sex, trans-gender status, sexual orientation, religion or belief, marital status, civil partnership status, age or perceived age, race, colour, nationality, national origins, ethnic origin or disability.

Equal opportunity is about good employment practices and efficient use of our most valuable asset, our employees. Every manager and employee has personal responsibility for the implementation of the policy.

This policy applies to the process of recruitment and selection, promotion, training, conditions of work, pay and benefits and to every other aspect of employment, including general treatment at work and the processes involved in the termination of employment.

Employees must not harass or intimidate other employees on the grounds of race, sex, age or perceived age, religion or belief, disability or sexual orientation. Such behaviour may be treated as gross misconduct in accordance with our disciplinary procedure.

You should draw the attention of your immediate superior to suspected discriminatory acts or practices. Employees must not victimise or harass any employee who has made allegations or complaints of sex or racial discrimination, or discrimination on the grounds of disability, age or sexual orientation. Such behaviour may be treated as gross misconduct in accordance with the disciplinary procedure.

Employees who are disabled or become disabled during the course of their employment should inform the Company about their disability. Management will then arrange to discuss with the employee what "reasonable adjustments" to their job, working conditions or environment could be made to assist them in the performance of their duties. The employee will be encouraged to suggest any adjustments that they believe would be helpful to them. Careful consideration will be given to any proposals and, where reasonable and reasonably practicable, such adjustments will be made. There may, however, be circumstances where it will not be reasonable or reasonably practicable for the Company to accommodate proposals put forward by the employee.

This policy will be monitored on a regular basis by the senior management. Where there are issues with the way the policy is working, these will be looked at closely with a view to identifying measures to improve the effectiveness of the policy.



Alan Kinnear
Managing Director
Aug 2020