

Equality Policy Statement



The purpose of this Policy Statement is to ensure that equality for all workers, job applicants, clients & customers, irrespective of age, disabilities, race, religion & belief, sex, sexual orientation, pregnancy or gender reassignment meets with their expectations & approval

We value a diverse Client, Customer Base with the individuality & creativity that every worker potentially brings to the workforce, workplace or business operations.

Operating Principles:

Workers, job applicants, visitors, clients, customers will be treated fairly, openly & honestly, with dignity & due respect.

No job applicant or worker will receive less favourable treatment on the grounds of age, disabilities, race, religion & belief, sex, sexual orientation, pregnancy or gender reassignment.

Equality is about good employment practice & makes sound business sense.

Steps will be taken to make sure all business practices ensure equality.

Recruitment, training & appointment/promotion opportunities will be made as widely available as possible.

Selection criteria for employment, training & appointment/promotion opportunities will be entirely related to the job.

Employment decisions on recruitment, appointment/promotion & training will be made solely on the basis of merit.

Everyone has the right to work & do business in an environment free of unlawful discrimination & harassment. We will not tolerate such behaviour under any circumstances.

Disciplinary action, including dismissal, may be taken against any worker found responsible for harassment or discrimination.

Any worker or trainee who believes he or she is being discriminated against, victimised or harassed should raise the matter through the company's complaints procedure.

This policy is fully supported by Ewen P MacInnes & the Management Team. We will ensure that all our workers, customers and clients are aware of the policy, and that they understand that they are responsible for observing it.

Our equal opportunities action plan outlines the steps we will take to give effect to this policy.

We will monitor the action plan & review the progress we have made each year, to make sure the policy is achieving its aims & ultimate objectives.

A handwritten signature in black ink, appearing to read 'E P MacInnes'.

Ewen P MacInnes
Managing Director
On behalf of MacInnes Bros Ltd
18th January 2021

(Review date 17/01/2022)