

## Equal Opportunities Policy

Watly Engineering Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and is able to give of their best.

To that end the purpose of this policy is to promote equality and fairness for all in our employment and to prevent discrimination on the grounds of gender, gender reassignment, marital status, civil partnerships, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

We oppose to all forms of unlawful or unfair discrimination.

All employees whether full time, part time or temporary will be treated fairly and with respect.

Selection for employment, promotion and training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to reach their full potential and the talents and resources of the full workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of our employees are recognised and valued;
- Every employee is entitled to a working environment that promotes dignity and respect for all. No form of bullying intimidation or harassment will be tolerated;
- Training, development and progression opportunities are available to all employees;
- Equality in the workplace is good management practice and makes good business sense. We will review all our employment policies regularly to ensure fairness;
- Breaches of our equality policy will be regarded as misconduct and may result in disciplinary action;
- This policy is fully supported by senior management and has been agreed with Trade Unions and / or employee representatives;
- This policy will be reviewed and updated annually.

You, as well as all our employees, have an important part to play in the application of this policy. You need to ensure that your attitudes and actions are always consistent with both the spirit and the letter of this policy.