

EQUAL OPPORTUNITIES POLICY STATEMENT

Pro Steel Engineering Limited believes that its workforce should reflect the community and that all groups within that community should have an equal share of the company's employment opportunities, regardless of gender, colour, race or creed.

Procedures will ensure those qualifications; skills and previous experience are called for only where it is really necessary to do the job. It is not enough just to say; "We do not discriminate". Staff members are instructed to ensure that this Equal Opportunities Policy is carried out fairly and conscientiously.

Pro Steel Engineering Limited is a non-discriminatory organisation with a belief in giving equal opportunity and support to all, no matter what race, gender or sexual orientation.

Pro Steel Engineering Limited is committed to the delivery of training in a manner, which conforms to the relevant safety legislation and the applicable Network Rail Company and Railway Group Standards.

Managers are encouraged to take action in eliminating discrimination and harassment at work, on the grounds of -

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Disciplinary action may be taken against anyone contravening this procedure.

Staff and visitors can report direct to senior management any complaints or grievances under this heading.

All employees have the right to discuss their own personal record with the company's management.

Recruitment training and promotions will be reviewed on a regular basis to ensure that the requirements of this policy are adhered to.

This policy will be reviewed at least annually for its effectiveness.



Signed: Richard Selby, Director

Dated: 19th January 2020