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**GEMINOR**

## Policy: Equality

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Geminor recognises that everyone has a contribution to make and a right to equal opportunity. In addition, Geminor is committed to a policy of equal treatment of all members of the Company and job applicants regardless of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- Age.

### **Our commitment:**

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.

The Company will take every practicable step to ensure that people are treated equally and fairly and that decisions on recruitment, selection, conditions of employment, supervision and management, training and development and career progression are based solely on objective and job-related criteria.

Employees of the Company must not engage in, or permit any colleague to engage in, any activity which involves unlawful direct or indirect discrimination against anyone.

The Company will immediately investigate any claims of discrimination on the above grounds.

Any discrimination will be treated most seriously, and anyone found to be offending would be subject to disciplinary action including the possibility of summary dismissal.

