

## **Equal Opportunities & Diversity Policy Statement**

This is the Company Equal Opportunities & Diversity Policy Statement of Clement Dickens & Son Ltd of:  
Red Marsh Industrial Estate, Thornton-Cleveleys, Lancashire FY5 4BG

Clement Dickens & Son Ltd is an equal opportunities employer and recognises and values the uniqueness of each individual and in so doing believe in the benefits which the differences between people can bring. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the basis of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, responsibility for dependents, religion, trade union activity and age; we are therefore committed to the enhancement of the individual.

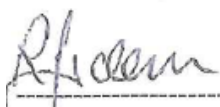
All our operations are conducted in such a way that we demonstrate fairness, understanding and respect in all our dealings whether they be with clients, consultants, suppliers or colleagues.

All employees will be given equality of opportunity within the Company and will be encouraged to progress within the organisation. To ensure that no direct or indirect discrimination is occurring, recruitment and other employment decisions will be regularly monitored in conjunction with ethnicity, gender, disability records of job applicants and existing employees. The Company is committed to a programme of action to make this policy fully effective.

The business will put this policy into practice by:

- Ensuring the recruitment, selection, training, promotion, discipline and dismissal of staff is on the basis of merit and ability of the employee;
- Ensure that no employee is subject to victimisation, discrimination & harassment and making it clear that these are disciplinary offences;
- Endeavouring to ensure the workplace is accessible and managed to suit the needs of all staff, employees and sub-contractors, as far as is reasonably possible;
- Eliminating barriers so that all people feel free to voice their ideas;
- Encouraging everyone to achieve their full potential and to progress to their highest level within the Company;
- Develop the awareness of existing staff to cultural and diversity issues;
- Ensuring that all employees know and understand the policy.

Signature:

  
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Ross Dickens  
MD CDS

Date:

January 2021

Review Date:

January 2022