



EQUAL OPPORTUNITIES POLICY

GPL Group (Manchester) Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce as required in the Equality Act 2010. GPL Group (Manchester) Ltd's aim is that our workforce will be truly representative of all sections of society and each employee and or sub-contractor working on the company's behalf feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment or our engagement and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination. All employees and or sub-contractors working on behalf of GPL Group (Manchester) Ltd, whether part-time, full-time or temporary, will be treated fairly and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All GPL Group (Manchester) Ltd employees and or sub-contractors will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

GPL Group (Manchester) Ltd's commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee and or sub-contractors is entitled to a working 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.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- All employees and or sub-contractors are entitles to join any trade organisation including trade unions as they so wish.
However it must be noted that trade unions will not be involved with negotiations on behalf of individuals or groups of employees on pay or terms and conditions without the full agreement and consent of the company Managing Director and board Directors.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with its employees and sub-contractors.

Date 22nd March 2017

A handwritten signature in black ink, appearing to be a stylized name.

Managing Director

Issue No:	9
Issue Date:	March 2017
No of Pages:	Page 1 of 1
Document Ref:	GPL 14 – EOP