



## 1. Equal Opportunities Statement

Firetec Contracts Limited is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services in accordance with the Equality Act 2010. Our aim is that our staff are truly representative of all sections of society and work in an environment where everyone is respected and able to perform to the best of their ability. Our policy is to provide equality and fairness for all in our employment and in our provision of services and not to discriminate on the grounds of gender, marriage and civil partnerships, race, ethnic origin, colour, pregnancy and maternity, nationality, national origin, disability, sexual orientation, religion or age.

Firetec Contracts Limited opposes all forms of unlawful and unfair discrimination. It is our policy to provide a suitable environment for people with disabilities. All reasonable facilities will be provided for staff and volunteers with disabilities to perform their roles without difficulty or disadvantage.

We expect you to support the measures introduced to advance equality and diversity and eliminate unlawful discrimination. Any offensive or discriminatory language or behaviour will not be tolerated and may lead to disciplinary action being taken against you.

If you feel that that this policy has not been fully implemented then you should draw this to the attention of your line manager, in the first instance. If the matter is not resolved satisfactorily you may raise a grievance using the Grievance Procedure.

This policy has been approved & authorised by:

**Name:** Mark Osborne

**Position:** Director

**Date:** 31<sup>st</sup> July 2020

**Signature:** 