

## **EQUAL OPPORTUNITIES & DIVERSITY POLICY**

### PURPOSE:

We are fully committed to the principle of equal opportunities in providing our services and oppose all forms of unlawful or unfair discrimination, direct or indirect. We believe that it is in the company's interests and those of all it serves to:

- Provide services and opportunities equally and fairly to all clients, applicants for employment, contractors, candidates and customers irrespective of religious belief, political opinion, colour, race, age, nationality, ethnic or national origin, sex, sexual orientation, marital status, disability or spent convictions.
- Oppose sexual harassment, defined as unwanted conduct of sexual nature or other conduct based on sex, affecting the dignity of women or men.
- Ensure that no client, applicant for employment, contractor, candidate or customer is disadvantaged by conditions or requirements, which cannot be shown to be relevant to the job.
- Oppose racial harassment .i.e. where individuals are subjected to a hostile environment because of their colour, race, ethnic origin or religious beliefs.
- Prevent the victimisation of any person who raises a complaint within the scope of this policy.
- Review the Equal opportunities Policy and its implementation on an annual basis.

### PARAMETERS:

The policy applies to all clients of PSM Decorators together, where appropriate, with all contractors and temporaries working for the company or on the premises.

### PRINCIPLES:

In order to put this policy of equal opportunities into practice, PSM Decorators will:

- Recognise and fulfil its legal obligations under the terms of Sex Discrimination Act 1975 (as amended), the Race Regulations Act 1976, the rehabilitation of Offenders Act 1974 and Disability Discrimination Act 1995.
- Fulfil its commitment to be positive about the providing services for people with disabilities.
- PSM Decorators will not knowingly deal with a client, supplier, sub-contractor or other external organisations, which flagrantly ignores equal opportunities best practice or where a non-discrimination order is in force.