



1.4 EQUAL OPPORTUNITIES POLICY STATEMENT

DMD Installations Ltd recognise that society still holds areas in which discrimination operates to the disadvantage of many groups.

The Company is committed to the promotion of equal opportunities throughout the organisation in order to provide a service to society, and realise that such promotion only manifests from making equal opportunities an integral part of the everyday management of the Company. This means developing, promoting and maintaining working practices that will be conducive to the principles of fairness and equality in our workplace.

The Company believes that all persons should have equal rights to recognition of their human dignity, and to have equal opportunities to be educated, to work, to receive services and to participate in society.

This means that the Company believes that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of:

- gender;
- race;
- colour;
- nationality;
- ethnic origin;
- religious or philosophical beliefs;
- health status;
- HIV status;
- Age;
- marital status;
- parental status;
- sexual orientation;
- political beliefs;
- trade union membership;

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- class;
- responsibility for dependents;
- physical attributes;
- ex-offender status as defined by the Rehabilitation of Offenders Act 1974;
- lack of formal qualifications where such qualifications are not formally required;
- any other grounds which cannot shown to be justifiable within the context of this policy.

This Policy will be reviewed at least annually. However, it will be reviewed sooner upon:

- changes in applicable Legislation
- changes to Company procedures
- changes to Company organisation

Signed:

Mr Dean Peruzzi – Managing Director

Date:

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