



## Equal Opportunities Policy

It is the policy of Aimrange (NE) Limited to operate fair and just procedures in relation to the employment of all persons eligible to work for the organisation. No person will thus be discriminated from working, undertaking work or actively being involved in the Company's business activities on grounds of colour, race, nationality, ethnic origin, sex, gender or disability.

### Management

The Company management are all aware of the need to abide by The Race Relation Act 1976 as amended by The Race Relations (Amendments) Act 2000, the Commission for Racial Equality Code of Practice for Employment 1983, The Sex Discrimination Acts 1975 & 1986, The Equal Pay Act 1970, The Disability Discrimination Act 1995 and The Employment Equality (Age) Regulations 2006. Details of such requirements are provided to all employees at times and locations that ensure they are kept up to date with all current and new developments in relation to equal opportunities for all workers.

### Recruitment

The Company operates a policy of fair and true selection on all applicants who apply to work for the organisation. Due care and attention is made to ensure that at no time will any managers, who are required to interview and/or select an individual for employment, discriminate against one or more persons on the grounds of colour, race, nationality, ethnic origin, sex, gender or disability.

All interview processes are conducted with the view of to finding the right person for the work required and at all times managers will treat each individual on an equal basis in terms of their colour, race, nationality, ethnic origin, sex, gender or disability.

All recruitment information produced endeavours to ensure that at no time will any individual be or feel discriminated against because of colour, race, nationality, ethnic origin, sex, gender, or disability.

### Employment

The Company operates a policy that ensures that all employees are treated equally and that at no time during the course of any working day will any individual be unfairly treated or treated in a different manner because of their colour, race, nationality, ethnic origin, sex, gender or disability.

Should any employee have a dispute with the Company on any working matter, the manager designated to attend such a meeting will not use the colour, race, nationally, ethnic origin, sex, gender or disability the employee may have in determining any outcome of the meeting.

### Review

This Equal Opportunities Policy is reviewed annually or sooner by the Company's Managing Director to ensure it is appropriate to the needs of the organisation and is within the bounds of the relevant legislation.

Print Name DAVID BROWN (Director)

Signed \_\_\_\_\_ Date 04/01/2024

POL/EO/02