

## 4.0 Equality and Diversity Policy Statement

Cairn Cross Group is committed to eliminating discrimination and encouraging diversity and inclusion amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best. By integrating individual strengths, we will maximise efficiency and creativity, and deliver greater customer service. Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers, colleagues and partners.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

All employees, 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 employees 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.


Cairn Cross Group's commitment includes;

- ▶ The creation of an environment in which individual differences and the contributions of all our staff are recognised and valued.
- ▶ Every employee 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 staff.
- ▶ 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.
- ▶ Supporting employees in balancing work and home life commitments (flexible working, reasonable adjustments, etc.) and have requests considered objectively.
- ▶ 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 will be monitored and reviewed on an annual basis.

All employees have a responsibility to apply these principles in practice.

Signed



..... Date 5<sup>th</sup> May 2020

Phil Williamson  
**Managing Director**