



EQUAL OPPORTUNITIES POLICY

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Equal Opportunities Policy

ETPS Ltd is committed in its pursuit of equality of opportunity, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

ETPS Ltd is therefore committed to a policy and practice which require that, for employees, recruitment to the company and employment progression within the company will be determined only by personal merit and performance.

Subject to statutory provisions no employee will be treated less favourably than another on the grounds of sex, race, ethnic or national origin, colour, disability, sexual orientation, religion, or age. The ability to perform the job will be the primary consideration for employment.

If any employee considers that he or she is suffering from unequal treatment on any of the above grounds in his or her admission, appointment, or progression through the company, he or she may make a complaint, which will be dealt with through the agreed procedures as appropriate.

ETPS Ltd will take active steps to promote good practice. In particular it will:

- Promote equality of opportunity.
- Promote good relations between people of different racial groups, between women and men and between disabled and non-disabled people.
- Have due regard to the need to eliminate discrimination on grounds of race, sex, disability, and all other grounds set out in the statement on equal opportunities.
- Monitor the recruitment and progress of all employees, paying particular attention to the recruitment and progress of ethnic minorities, women, and disabled employees.

ETPS Ltd's policy is guided by:

- Equal Pay Act (1970)
- Sex Discrimination Act (1975)
- Race Relations Act (1976) Amendment Act (2000)
- Disability Discrimination Act (1995)
- Age Discrimination Legislation (2006)



Randolph McDonald
Managing Director