



Design / Fabrication Specialists in Structural and Architectural Steelwork

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EQUAL OPPORTUNITY POLICY

Kent Structural & Architectural Ltd is committed to diversity. We will create an environment that values and promotes the difference of race, nationality, gender, age, background, experience and style of our employees and business partners.

The aim of the our policy is to ensure that no employee, potential employee or service user receives less favourable treatment or is disadvantaged by conditions or requirements which cannot be shown to be justifiable, this applies to all areas of service delivery to our clients.

Kent Structural & Architectural Ltd Equal Opportunities Policy will help all employees to develop to their full potential regardless of race, colour, nationality, national origin, ethnic origin, gender, marital or parental status, sexuality, gender reassignment, disability, trade union or non-trade union membership, religious belief, age, or any other reason which cannot be objectively justified. The talents and resources of the whole company will be fully utilised to maximise the service we deliver to our clients.

The effectiveness of the policy depends upon all employees and representatives of the company accepting personal responsibility for the application of its principles and creating an environment, which is free from discrimination, harassment, bullying and victimisation and where everyone will be treated with dignity and respect. This policy will be reviewed, and its effectiveness monitored on an ongoing basis.

Kent Structural & Architectural Ltd recognises that discrimination cannot be eradicated merely by seeking to observe the letter of the law, but only by the energetic, practical commitment of all concerned to promote equality. To this end, selection criteria and procedures will be assessed to ensure that individuals are selected and trained, and in all respects treated solely on the basis of their relevant merits and abilities.

All employees and representatives of Kent Structural & Architectural Ltd have responsibility for the practical application of this policy.

Managing Director : **Paul Hankin**

Date : 02/01/2013

Signature: