

# EQUAL OPPORTUNITIES POLICY



Shire Integrated Systems Ltd is committed to being an equal opportunities employer and to ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to unfair discrimination.

We therefore promote equality of opportunity in the recruitment, promotion, appraisal, training, and development of our staff and otherwise treat them on the basis of their relative merits and abilities.

We aim to ensure that current and potential employees are offered the same opportunities regardless of their race, religion, nationality, ethnic origin, age, sex, sexual orientation, marital status, disability or any other characteristic unrelated to the performance of the job.

We seek to ensure that no one suffers as a result of discrimination, either directly or indirectly.

We recognise that an effective Equal Opportunities policy will help all staff to develop to their full potential, which is in the best interests of both our staff and our business. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity.

We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

We further recognise that employing individuals from diverse backgrounds creates a workforce where creativity and valuing difference in others thrives and therefore welcome applications from all sections of the community.

Signed:-

 M. J. LYNES

Date: -

21<sup>st</sup> September 2016

Marcus Lynes – Company Director