



# **Policies & Procedures**

## **Environmental Policy for Cabling Operations**

# Equality Diversity & Equal Opportunities Policy

## Equal Opportunities, Diversity & Discrimination

We are committed to Diversity and Equality and our policy is to ensure that no person involved or associated with the organisation receives less favourable treatment on the grounds of their:

- **Age**
- **Being or becoming a transsexual person**
- **Being married or in a civil partnership**
- **Being pregnant or on maternity leave**
- **Disability**
- **Race including colour, nationality, ethnic or national origin**
- **Religion, belief or lack of religion/belief**
- **Sex**
- **Sexual orientation**
- **Or any other identifiable discriminatory cause**

We will comply fully with the letter and spirit of all laws and directives in relation to diversity and equality. This includes, but is in no way limited to:

## Equal Opportunities, Diversity & Discrimination

- **The Equal Pay Act 1970**
- **The Sex Discrimination Act 1975**
- **The Race Relations Act 1976**
- **The Disability Discrimination Act 1995**
- **The Employment Equality ( Religion or Belief ) Regulations 2003**
- **The Employment Equality ( Sexual Orientation ) Regulations 2003**
- **The Employment Equality ( Age ) Regulations 2006**
- **The Equality Act 2010 Part 2**
- **The Equality Act ( Sexual Orientation) Regulations 2007**
- **The Gender Recognition Act 2004**
- **The Sex Discrimination Act (Amendment) Regulations 2008**

Cannoncomm Ltd is proud of being an equal opportunities employer and operator. To discriminate, either directly or indirectly, is unlawful. Any act of unlawful discrimination by members of our staff will be considered as a serious issue under the Disciplinary Procedure.

## As an organisation we will ensure that:

- All decisions are merit-based, supporting the business objectives and documented to show we support a culture of trust, fairness and mutual respect
- We accept diversity as a positive asset to attract the best people
- All staff receive guidance on diversity and equality for themselves and their learners
- We endeavour to understand, respect and value any physical, social, cultural, sexual, or racial differences among our people by acknowledging the composition of our workforce and the skills, knowledge and abilities available to contribute to our overall organisational goals
- We embrace zero tolerance for any discrimination, harassment or exclusionary practices, removing all barriers that avert from a diverse environment

# Equality Diversity & Equal Opportunities Policy

## Disabled Persons

The Company provides equality of opportunity for disabled persons. Reasonable adjustments will be made to ensure disabled people are given fair and equal opportunities.

When existing Employees become disabled every effort will be made to retain them within the company or in a position to continue their training wherever reasonable and practical. The Company also endeavours to provide equal opportunities in the training, transfer, promotion and general career development of disabled staff.

