

## Equal Opportunities Policy

Backline Logistics Support Services Ltd is committed through its policies and training to achieve equality of opportunity in employment and pay and the fair treatment of all its employees

### We strive to:

- ✓ Ensure that no applicant or Employee receives less favourable treatment on grounds that cannot be shown to be justifiable, including
  - Gender, marital status (including family status, responsibility for dependants, civil partnership, sexual orientation), Colour or race (including ethnic or national origin), disability, religious or political beliefs, trade union affiliation or other unjustifiable factors such as age or language difficulties.
- ✓ Use only job-related criteria in recruitment and selection
- ✓ Treat all employees and job applicants with dignity and respect and provide a working environment free from harassment
- ✓ Utilise the expertise and skills of all employees and ensure their development through training and other career opportunities
- ✓ Ensure that all aspects of our pay system are free of any gender bias
- ✓ Seek to employ a workforce that reflects the multi-cultural nature of our population
- ✓ Provide wherever practical, given that the nature of its operations, a workplace that is environmentally compatible and accessible to people with disabilities
- ✓ Conduct equal opportunities monitoring periodically

Any employee who feels he/she or work colleagues have been the subject of discrimination should raise this matter with his or her immediate manager or if inappropriate raise directly to Paul Church, who will then carry out a full internal investigation and respond accordingly to the 'Complaint'. If no evidence is found the investigation is recorded and filed, if the complaint is upheld then the company disciplinary procedure will be instigated, and Head Office legal department will be informed.

NB –Any employee who raises such a matter will suffer no detrimental action as a result.