

# Balcombe Pest Control

## Equal Opportunities Policy

The company considers all forms of discrimination to be unacceptable in the workplace. The company is committed to providing equal opportunities throughout employment, including remuneration, recruitment, training and promotion of staff.

The company is committed to ensuring that no employee receives less favourable treatment or is unlawfully discriminated against on the grounds of disability, gender, sex, sexual orientation, marital status, race, colour, religious conceptions, age, nationality or ethnic origin.

All employees will be made aware of the provisions of this policy and all employees are required to ensure that the policy is carried out properly.

The company will not ignore, or treat lightly grievances or complaints from employees on the assumption that the individual is oversensitive about discrimination.

No recruitment literature or advertisements will imply a preference for any one group of applicants unless there is a general occupational qualification, which limits the post to a particular group, in which case this must be clearly stated. Where a particular qualification is required the company will as far as reasonably practical state that a fully comparable qualification obtained overseas is acceptable as a U.K. qualification.

The company will comply with the code of practise of the commission for Racial Equality and The Equal Opportunities Commission Code of Practise.

The company will take reasonable steps to recruit, employ and promote employees on the basis of ability, skill and qualification, without regard to any of the grounds referred to above.

The company will avoid making any requirements when recruiting employees, which would exclude a higher proportion of a particular sex or racial group.

This policy shall be reviewed when necessary

