



**G & D ENTERPRISES LTD**

**Equality Policy**

Registered office.

Directors: Greg Collier, Denise Collier BaBS, Henry Mooney

# **EQUAL OPPORTUNITIES & RACE RELATIONS POLICY**

## **1. INTRODUCTION**

1.1 G&D Enterprises Ltd recognises the responsibility placed on it as an employer to comply with the statutory obligations under the CRE Statutory Employment Code of Practice (April 2006), Sexual Discrimination Act 1975, Equal Pay Act 1975 and Sex Discrimination (Gender Re-assignment) Regulations 1999 and the Equality Law 2010.

## **2. GENERAL STATEMENT**

2.1 This policy is implemented by the company to ensure that no employee will be discriminated against on the grounds of:-

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

2.2 G&D Enterprises Ltd informs every employee of these obligations through their induction programme and employee handbook and of the procedures that will be taken against any employee found in breach of their obligations.

2.3 It is the policy of the company to ensure that due consideration of these obligations is adhered to by all those involved with the recruitment, training and promotion of any and all employee's.

2.4 It is the company's policy to ensure that all recruitment advertisements reflect these obligations.

2.5 It is the policy of the company to recognise and implement due regard to all employees requiring and or requesting personal representation on any company matter such as, for example, a Disciplinary or Grievance procedure.

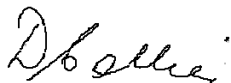
## **3. PERSONAL RESPONSIBILITIES**

### **The Directors**

Accept overall responsibility for the implementation of the Policy

### **Employees**

All Employees have a duty to co-operate with the Directors in complying with this Policy



Denise Collier BaBS, Director/Co. Secretary

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