



## **Equal Opportunities and Anti-Discrimination Policy & Modern Slavery and Human Trafficking**

SAS Lining Services Limited is committed to eliminating discrimination and encouraging diversity amongst our workforce.

Our aim is that each one of our employees feels respected and able to give of their best.

**The Purpose** of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time, temporary or on short-term fixed contracts, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of knowledge, skills, behaviours required, and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully used to maximise the efficiency and effectiveness of SAS Lining Services Limited.

SAS Lining Services Limited will carry out all-necessary checks to establish the legal ability of prospective employees to work in the UK.

### **Our commitment:**

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying, or harassment will be tolerated.
- Training and development opportunities are available to all staff, as is progression if appropriate or available.
- Equality in the workplace is a good management practice and makes sound business sense.
- We will review, on an annual basis, all our employment practices and procedures to ensure fairness.
- SAS Lining Services Ltd will train out the policy to all staff as part of the induction process.

Breaches of our equality policy by any employee or management will be regarded as misconduct and could lead to grievance and/or disciplinary proceedings.

- This policy is fully supported by the Director, Steve Grayson.
- The policy will be monitored and reviewed annually.

A handwritten signature in black ink, appearing to read 'Steve Grayson', is written over a light blue horizontal line.

Signed

Print: Steve Grayson

Date – 1<sup>st</sup> March 2025