



EQUAL OPPORTUNITIES, DIVERSITY & INCLUSION POLICY

The Equal Opportunities Diversity and Inclusion Policy of Fox (Owmbly) Limited and associated companies is to treat all employees, potential employees, customers, stakeholders and anyone else we come into contact with, equally and with dignity and respect and not to discriminate on the grounds of gender, gender reassignment, sexual orientation, racial or ethnic origin, colour, nationality, disability, religious belief, age, pregnancy or marital status, employment status, occupation, or for any other reasons which cannot be shown to be justified.

Acts/Legislations

Fox (Owmbly) Ltd complies with the following acts and legislations:

-  Human Rights Act 1998
-  Equality Act 2010

Policy Statement

Our policy is to promote equal opportunities and diversity in all aspects of our business. To help us do this we will:

Honour the spirit and the letter of relevant employment and equality law and Codes of Practice.

Make the only acceptable basis for decision-making in employment an objective assessment of merit and ability - whether in recruitment, promotion, training or any other aspect of employment. We will take positive steps to recruit more employees from underrepresented groups and make sure we have sufficient service delivery to ensure everyone is treated the same. As part of this service the company supports the Local Government Act.

Create a business environment which is free of all forms of harassment and bullying, where respect for the individual is key. For further information see our Bullying and Harassment Policy.

Adopt innovative approaches to working arrangements which take account of the needs of the business and the employee.

Ensure all our people understand their rights and obligations under our equal opportunities, diversity and inclusion policy by an ongoing process of training and communication.

Promote equal opportunities in other organisations with whom we deal by ensuring our tendering process and, as far as possible, our contractors and suppliers actively promote equal opportunities policies. We will take appropriate, positive steps to employ more contractors from under-represented groups.

Promote procedures which enable employees and customers who believe we have fallen short of our equal opportunity and diversity standards to raise concerns with us so that they can be quickly and effectively resolved.

Check the progress of our policy statistically by regularly monitoring such matters as workforce composition, job applications, promotion, performance reviews.

Both the Company and its employees may be legally liable for acts of unlawful discrimination in some circumstances. Aside from legal liability, disciplinary action, including dismissal, may be taken against employees for serious breaches of this policy.

The Managing Director has ultimate responsibility for the implementation and application of our Equal Opportunities, Diversity and Inclusion Policy but we all have a responsibility to contribute to its success.

Authorised by:
Managing Director