

 <p>SHEPLEY GROUP</p> <p>EQUAL OPPORTUNITIES POLICY</p>	<p>MM0.0CompanyRecord24 REF: S0910 ISSUED: 30.05.2018</p>
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The Shepley Group is committed to the successful management of Equal Opportunities in respect of all past and present employees and job applicants.

Our objective is to ensure that no employee or job applicant is either directly or indirectly discriminated against on the grounds of gender, marital status, colour, race, nationality, ethnic or national origin, disability, sexual orientation, religious belief, age, membership or non-membership of a trade union.

The group recognises its obligations under current legislation and any associated codes of practice. As such we regularly monitor for change to ensure that any new requirements, commensurate with being a responsible and caring employer, are incorporated, as appropriate, into our activities.

Appropriate processes and procedures are implemented and continuously reviewed to ensure that individuals are treated equally, fairly and with dignity and that decisions relating to recruitment, selection, training, promotion, dismissal, redundancy and career development are based solely on objective criteria.

The success of this policy is dependent upon the cooperation of all employees within the organisation and appropriate training will be provided to ensure that all are fully aware of their rights and responsibilities in relation to Equal Opportunities.

Any breach of this policy by an employee including victimisation, discrimination, bullying and harassment of another individual will not be tolerated, nor will it be acceptable to help others do so. Any such occurrence will be fully investigated and may lead to disciplinary action, up to and including dismissal, being taken against those responsible. It should also be noted that employees who carry out such unlawful acts against another individual may have committed a criminal offence and be liable to prosecution.

The requirements of this policy will be fully incorporated into the relevant operating procedures within the group's management system and will be subject to regular review to ensure their continued applicability and suitability.

	
<p>Nick Houghton Managing Director Shepley Engineers Ltd PPS Electrical Ltd</p>	<p>Graeme Phillips Managing Director West Cumberland Engineering Ltd</p>