

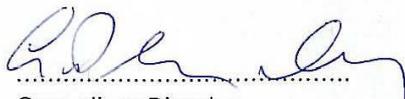
# DIVERSITY POLICY

Steeles PCS Ltd's Diversity policy seeks to raise awareness that:

- The ability of the organisation to add value and create wealth is dependent upon the mix of people we employ;
- The strength of the business is built on the recognition that difference matters – different abilities and different contributions from different people;
- The employment of people with different perspectives and experiences increases Steeles PCS Ltd's resources and broadens our trading opportunities;
- Our employees have legal rights and, as individuals, the moral and social right to be treated fairly and equitably.

Steeles PCS Ltd's Diversity policy also seeks to ensure that:

- No job applicant or Employee of Steeles PCS Ltd receives less favourable treatment than another on the grounds of race, religion, gender, marital status, age, disability or sexuality;
- No applicant or Employee of Steeles PCS Ltd is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his/her ethnic group, gender, marital status, age or disability which cannot be shown to be justified on other than grounds of race, religion, gender, marital status, age, disability or sexuality;
- Any current Employee raising a complaint on grounds of discrimination is afforded full and prompt access to Steeles PCS Ltd's grievance procedure;
- When considering internal applicants for training or promotion, no Employee is disadvantaged on the grounds of race, religion, gender, marital status, age, disability or sexuality;
- Steeles PCS Ltd ensures that, with regard to recruitment, every job is equally open to any gender or any ethnic group, with the required qualifications, unless an exception is provided by the Sex Discrimination or Race Discrimination Act and Disability Discrimination Act;
- Any unsuccessful candidate seeking a reason for being rejected will be given a prompt and full explanation.

  
Operations Director



Last revised 12<sup>th</sup> September 2019

