



Equality Policy

Compressed Air Solutions Limited is committed to creating an inclusive working environment to maximise the potential of all staff, eliminate discrimination and encourage diversity amongst our workforce.

Under the Equality Act 2010, it is unlawful to discriminate, directly or indirectly in recruitment or employment, because of a protected characteristic: age, disability, gender (or sex), gender reassignment, race, religion or belief, sexual orientation, pregnancy and maternity, marriage and civil partnerships.

We oppose all forms of unlawful and unfair discrimination and all employees whether full-time, part-time or temporary will be treated with dignity and respect. We will not tolerate discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation.

Our commitment:

- To promote an inclusive culture;
- Respect and value differences of everyone;
- Prevent discrimination, harassment and victimisation;
- Promote and foster good working relationships across the workforce;
- Ensure employees and job applicants are appointed, trained, developed and promoted on the basis of merit and ability.

All employees have a duty, both morally and legally, not to discriminate against any individual.

The company Grievance Procedure is available to any employee who believes that he/she may have been unfairly discriminated against. Disciplinary action shall be taken against any employee who is found to have committed an act of unlawful discrimination.

Employees have personal responsibility for the practical application of the Equality Policy.

Directors and senior management who are involved in the recruitment, selection, promotion and training of employees have special responsibility for the practical application of the Equality Policy.

This policy will be reviewed by senior management on an annual basis and communicated to all employees.

Signed

Mark Scott, Managing Director
Date: 21st July 2021

Reviewed By:	CS/MS/LB	CS/MS/LB	CS/MS/LB	CS/MS/LB	CS/MS/LB	MS/LB
Date:	27/08/15	31/08/16	04/08/17	06/08/18	06/08/19	14/08/20
Reviewed By:	CS/MS/LB					
Date:	21/07/21					