



**FIRE LADDERS
AND EQUIPMENT**

EQUALITY AND DIVERSITY POLICY.

Fire Ladders operates a fair and open employment and working policy complying fully with all the relevant sections of the Employment rights act and all other relevant acts.

We will ensure that all employees and applicants for employment, of both sexes and all racial groups have a right to equal opportunities of employment and protection while at work. The purpose of the following statement is to reinforce the awareness of all employees of their duty to comply with the law on sex discrimination, race discrimination, disability and age discrimination.

Intention.

To encourage a positive attitude towards fairness of treatment and opportunity, the Company has adopted policies to prevent unlawful discrimination and promote equal opportunity in employment.

The following statement of policy should be read carefully and fully observed at all times.

Policy.

The Directors and Management of Fire Ladders Ltd are committed to equal opportunity.

We are determined to ensure that no job applicant, employee, or customer receives less favourable treatment on the grounds of: age, sex, race, colour, ethnic or national origin, nationality, creed, disability, trade union activities, political, or religious beliefs, sexual orientation or marital/parental status, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

Also to ensure that employees are not subjected to harassment of any kind. The Directors and management team has particular responsibility for the implementation and monitoring of this policy.

Continuous monitoring and assessment of the policy is undertaken. To ensure that managers and other relevant decision makers understand their position in law and the company's own policy, training and guidance is provided to all personnel at regular intervals.

All new employees must receive instruction on commencement of their contract. The law requires that individuals shall not unlawfully discriminate or help others to do so, eliminating discrimination and providing equality of opportunity depends upon personal commitment.

All members and employees of Fire Ladders Ltd without exception must observe the requirements of the equal opportunities policy and apply its principles.

Individuals who feel that they have grounds for complaint in relation to discrimination should pursue their complaint through the personal harassment and grievance procedure or in the case of customers through the company's complaints procedure.



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The Management team will not tolerate discrimination, and ensure that such discrimination does not take place. Where barriers to equal opportunity are identified any necessary changes will be made.

Full details are contained within the following documents which are available, and used during introduction training and to update policy documents:-

- Equal Pay Act: 1970.
- Sex Discrimination Act: 1975.
- Race Relations Act: 1976 + Amendment 2000.
- Employment Equalities Act: 1988.
- Disability Discrimination Act: 1995 + Amendment 2005.
- Employment Rights Act: 1996.
- Human Rights Act: 1998.
- The Gender recognition Act: 2004.
- Civil Partnership Act: 2004

The company will review and amend its instruction and training as and when required, the individual responsible for implementation, enforcement and updating information:-

Mr Andrew Bolt. Company director.

Signed:

Mr A Bolt

Date: January 2010

1st Revision: August 2016

2nd Revision: April 2019

3rd Revision: July 2021

4th Revision: December 2022