

Equal Opportunities Statement

It is the policy of Vaculug to establish and maintain a working environment, terms and conditions of service and employment practices and procedures, which will ensure that no job applicant or employee receive less favourable treatment on the grounds of:

Race, religion, colour, nationality, ethnic or national origins, disability, sex, marital status, sexual orientation, responsibility for dependants, age, trade union, political activities or any other reason which cannot be shown to be justified.

The Company is committed to challenging inequality, discrimination and disadvantage and to achieving a high standard of employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment.

Action will be taken wherever covert and overt racism, harassment, discrimination or disadvantage is found in order to ensure equality of access to employment and services for all. Working in partnership with the GMB, the Company will aim to remove any barriers to fair and equal treatment, which perpetuate disadvantage.

Our objectives are:

- To ensure that all staff give consideration to equal opportunities in the decisions they take, are aware of their duty under current legislation which prohibits discrimination in employment and are informed of the Company Statement on Equal Opportunity.
- To apply equal opportunities principles to recruitment, promotion and training.
- To ensure that applicants for employment and candidates for transfer and promotion are considered on the basis of the relevant qualifications, skills, aptitudes and abilities that they possess.
- To encourage all employees to take advantage of suitable opportunities for training or advancement and to ensure positive action is taken to enable under-represented groups to achieve their potential.
- Act promptly on any complaints about our employment practices and service delivery in order to maintain appropriate and effective working procedures.
- Promote tolerance and respect between diverse groups of people.
- Any employee who believes that he/she is being treated less favorably should raise the matter through the Grievance Procedure.
- The Company values diversity and welcomes applications from all sections of the community.

We similarly expect these standards from our suppliers and sub-contractors.