

## Equal Opportunities Policy

Simer Environmental Services Ltd delivers efficient, environmental solutions to industrial and commercial businesses across the South of England.

Simer Environmental Services Ltd (hereafter referred to as the Company) aims to be an equal opportunity employer, and has a policy for this purpose. The Company is committed to valuing diversity and seeks to provide all staff with the opportunity for employment, career and personal development on the basis of ability, qualifications and suitability for the work as well as their potential to be developed into the job.

We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient and seek to employ an ability-based workforce.

The Company will not tolerate direct or indirect discrimination against any person on grounds of race, religion, age, sex, marital status, disability, sexual orientation and the like whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

It is also the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to promote these concepts, to comply with all relevant legislation and to ensure that they do not discriminate against colleagues, customers, suppliers or any other person associated with the Company.

The objectives of this Equality Policy are to :

- Ensure that the company has access to the widest labour market and secures the best employees for its needs by encouraging equality and diversity in the workplace.
- Ensure that no applicant or employee receives less favourable treatment and that wherever possible, they are given the help they need to attain their full potential to the benefit of the company and themselves
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued

The cooperation of all employees is essential for the success of this policy. However, ultimate responsibility for achieving the policy's objectives, and for ensuring compliance with the relevant Acts of Parliament as well as the various Codes of Practice, lies with the Company. Behaviour or actions against the spirit and/or the letter of the laws on which this policy is based will be considered serious disciplinary matters, and may, in some cases lead to dismissal process being instigated.

Director  
December 2017

**This policy may also be referred to as 'Equality & Diversity Policy' or 'Valuing Dignity & Diversity Policy'**

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**[www.simer-environmental.co.uk](http://www.simer-environmental.co.uk)**

This policy is made available to relevant interested parties externally on request and internally through training and awareness programmes.