

Equal Opportunities Policy

In order that Vantage Drain Services policy for Equal Opportunities no matter Gender, Colour, Disability or Creed is met, all personnel who manage, recruit, choose, train or promote others will adhere to the following:

- 1) The training and experience of each employee is assessed against any changes that have taken place, or are about to take place, and additional training needs are identified regardless of Gender, Colour, Disability or Creed.
- 2) Vantage Drain Services policy is of recruiting and procuring personnel with the required level of skills, experience and education, regardless of Gender, Colour, Disability or Creed, in light of labour availability and also changes in the nature of the Company's work.
- 3) Vantage Drain Services requirements on recruitment advertising is to declare on each and every advert that the company operates an equal opportunities policy.
- 4) Vantage Drain Services does not tolerate:

Unlawful discrimination

Acting in such a way as to place at a disadvantage or treat unlawfully any individual because of factors which are irrelevant in any respect of the employment relationship.

Direct discrimination

Treating a person less favourably on the grounds of religion, political opinion, sex, marital status, disability, race, or any other criterion which is not relevant or justified in law.

Indirect discrimination

Where a requirement or condition which is not relevant or justified in law is applied equally, but is of such a nature as to be unfavourable for particular groups in that a considerably smaller proportion of the group can comply with it.

Victimisation

Treating a person less favourably because they have made or intend to make a complaint or may have assisted an individual in asserting their rights under the Fair Employment, Sex Discrimination or Equal Pay legislation. Individuals have a legal right to make a complaint without prejudice to their existing, potential or future employment opportunities.

Harassment

Any behaviour, deliberate or otherwise which is offensive to an individual or group and which may threaten a employees job security or create an intimidating work environment.

Monitoring

It is the responsibility of the Director to ensure that all aspects of this policy are kept under review and are operated throughout the organisation.

Where it appears that applicants/employees are not being offered equal opportunities, circumstances will be investigated by Vantage Drain Services. to identify whether these are justifiable'

Vantage Drain Services emphasises that discrimination is unacceptable conduct which may lead to disciplinary action under the Disciplinary Procedure and all complaints of discrimination will be pursued through the Grievance Procedure.

Signed:

Jonathan Russell

Director: Jonathan Russell

Date: 05/07/2022