

Equal Opportunities Policy			
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Version	Effective Date	Approved Date	Approved By
2.0	22/07/2019	22/07/2019	Garry Ashmore
Originated by Lauren Ashmore – Managing Director – 01/01/2018			

DKL Mechanical Limited recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant or employee will be discriminated against by us on the grounds of:

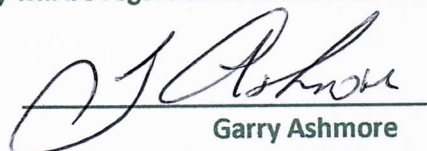
- Gender (including sex, marriage, gender re-assignment)
- Race (Including ethnic origin, colour, nationality and national origin)
- Disability
- Sexual orientation
- Religion or belief
- Age

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees will be treated fairly and with respect.
- All vacancies will be advertised internally and externally.
- Selection for employment or training will be on the basis of aptitude and ability.
- All employees will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the business.
- All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to either a Management Team member or a Director.

Our commitment is to create an environment in which individual differences and the contributions of all our employees are recognised and valued. Every employee is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. Training, development and progression opportunities are available to all employees. Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.


22nd July 2019
Garry Ashmore
Commercial Director