

## Equal Opportunities Policy

CY Sheet Metal believes that a diverse workforce helps enrich employment, training, individual and organisational development.

We are committed to ensuring our employees are able to work in an environment free from unlawful discrimination and that promotes equality of opportunity and good relations between its employees.

We aim to ensure our employees are treated with dignity, respect and equity, regardless of inappropriate distinctions such as gender, race, nationality, ethnic identity, national origin, religious beliefs, disability, age, marital status, family circumstances, sexual orientation or trade union activity.

Part time employees will not be treated less favourably on the grounds that they are part time and their entitlements will be calculated on a pro rata basis of the full time equivalent.

In addition we will comply with the current legislation and aim to promote good practice in all aspects of our operations.

CY Sheet Metal has put this Equal Opportunities Policy into practice and takes responsibility for monitoring its implementation and reviewing its effectiveness.

This policy statement will be distributed and publicised throughout the organisation and elsewhere as and when appropriate.


Anyone associated with CY Sheet Metal has a responsibility to ensure that their actions comply with the requirements and the spirit of this policy.

We will endeavour to provide awareness and support to help staff discharge their responsibilities for the implementation of the Equal Opportunities Policy.

Despite Equal Opportunities being the responsibility of all within the organisation, the ultimate responsibility of this policy, its subsections and enforcement is that of:

Mr I Passey M.D

Signed:



All Human Resource procedures will be monitored on a regular basis to ensure the Equal Opportunities Policy is being maintained. This process will be conducted by Mr Passey in consultation with the consultants.

As a result this policy and its subsections are liable to change at any time in order to ensure our commitment to equal opportunities for all.