

PHILIP W. SUMNER LIMITED

Philip W. Sumner Limited Guide To Equal Opportunities:

Philip W. Sumner Limited are Committed to adhering to:-

EQUAL OPPORTUNITIES STATEMENT:

- ❖ Philip W. Sumner (Company Managing Director) holds the full responsibility for the implementation of and monitoring of, this Equal Opportunities Statement:
- ❖ Any recruitment publicity will fully reflect Philip W. Sumner Limited commitment to equal opportunities:
- ❖ All selection for any available positions will be based on job related criteria, at all times:
- ❖ Any required training will be allocated on an as and when required basis and will be delivered to persons regardless of gender, race, creed, disability or seniority:
- ❖ From time to time, all employees will undertake equal opportunities awareness training, in order to reinforce Philip W. Sumner Limited commitment to equal opportunities:
- ❖ Selection for any available promotion within the company will be based on competence, merit and relevant skills and qualifications to meet the requirements of the available position:
- ❖ No employee will receive any less favourable terms or conditions, on the basis of gender, race, creed or disability. All demands of religion will be fully respected:
- ❖ Any discrimination on the grounds of gender, race, creed, marital status, disability, ex-offender, member of a trade union, religion, sexual orientation or age, constitutes grounds for grievance:
- ❖ Philip W. Sumner Limited regards any acts of discrimination with regards to any of the grounds covered by any current legislation as unacceptable. Any such acts will constitute grounds for company disciplinary procedures to be fully implemented, on an immediate basis:

Name In Print: PHILIP W. SUMNER: Re-Issue Date:20th September 2008:

Position in Company: Company Managing Director:

Signature: _____

Review Date: 20th September 2009: (Or on an as and when required basis):