



/ Equal Opportunities Statement
2019

Equal Opportunities Statement

Introduction

Atalian Servest Group Limited and its subsidiary companies (“Atalian Servest”) is committed to ensuring that all employees will be given equal opportunities, irrespective of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or trade union membership. This commitment is more than a legal, moral or ethical necessity. It is good employment practice. The implementation of an Equal Opportunities Statement stimulates a healthy and more productive atmosphere and creates better quality of life. Furthermore, fair representation at all levels of job responsibility and realising the potential of every individual makes sound business sense. The Company is committed to eradicating discrimination and seeks to find a means of dealing with it should it occur.

This statement applies to all employees and all applicants for employment.

Definitions

Discrimination occurs when a person is treated less favourably than others would be in the same or similar circumstances, on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or trade union membership. Discrimination can be direct or indirect and includes harassment and victimisation.

Employment and Training

The Company will ensure that no job applicant or employee receives less favourable treatment than others on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or trade union membership, in the fields of employment and training.

The Company aims to select, promote and treat employees based on their relevant qualifications, experience and abilities alone. Fair representation throughout all levels of the Company is a key element in maximising the potential of every individual employee. To achieve this, the Company believes that training has a major role to play. The Company will therefore provide training and guidance for all Managers to ensure that they fully understand their responsibilities both legal and under the Company Statement, and that they take steps to ensure employees understand the statement.

Applications and Interviewing

The Company seeks to select and promote employees based on their individual qualifications, experience and abilities. Care is taken to ensure that recruitment information has an equal chance of reaching both sexes and does not indicate a preference for one group of applicants regarding age, disability, gender reassignment status, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation or trade union membership. Selection criteria and procedures are kept under continuous review to ensure complete equality of opportunity.

All internal and external recruitment advertisements will contain a clause specifying our commitment to be an 'Equal Opportunities Employer'.

Harassment and Victimisation

Harassment is unwanted conduct based on any of the protected characteristics which has the purpose or effect of violating the dignity of, or creating an intimidating, hostile, degrading, humiliating or offensive environment for men and women at work. It also includes unwanted conduct of a sexual nature related to gender reassignment or sex, as defined in section 26 of the Equalities Act 2010. Harassment or any form of victimisation (actual or perceived) will not be permitted or condoned in the workplace.

Management and Employee Responsibilities

It is the responsibility of every employee to be familiar with this statement and comply with its terms. It is the responsibility of management to effectively communicate the statement and to ensure that it is fully implemented.

Equal Opportunities Statement - Northern Ireland

- There will be no discrimination against any person because of their religious belief or political opinion.
- The Company will promote good relations between persons of differing religious groups.
- The same opportunities in matters of recruitment, training, development and promotion will be provided for all applicants/employees, irrespective of religious belief or political opinion.

To ensure that the Equal Opportunities Statement is effective, the following practices will be observed:

1. The Company maintains a working environment in which no worker feels under threat or intimidated because of his/her religious belief or political opinion.
2. Employees are prohibited from displaying flags, emblems, posters, graffiti or circulating materials or articulating slogans or songs which are likely to give offence or cause apprehension among groups of employees.
3. The Company's recruitment and selection procedures provides equality of opportunity and should be strictly adhered to.
4. The Company commits to keep under review the operation of this Equal Opportunities Statement and to consider changing circumstances.
5. The Company will adopt appropriate affirmative action measures including the setting of goals and timetables to ensure the provision of equality of opportunity and fair participation of Catholics and Protestants in the organisation.
6. The Company will carry out statutory periodic reviews of employment procedures and practices.
7. The Company will consult with employees about procedures required to make this statement effective.
8. Breaches of this statement will be regarded as a disciplinary offence.



Daniel Dickson
Chief Executive Officer, UK and Ireland
Atalian Servest Limited