

EQUAL OPPORTUNITIES POLICY



Pat Munro (Alness) Ltd (Pat Munro) is an equal opportunities employer and therefore does not discriminate on the basis of age, ethnic origin, gender, colour, disability, marital status, nationality, politics, race, religion, carer responsibility, sexuality, social/economic status, trade union membership/activity or any other unjustifiable grounds.

Furthermore, Pat Munro operate an open access policy, where training and career development is open to all.

It is the duty of all employees to accept their personal responsibility in the implementation of this policy. At the same time, Pat Munro acknowledges that specific responsibilities fall upon management, supervisors and individuals professionally involved in the recruitment of employees and employee administration.

Any employee who believes that he or she has been treated unfairly in any sense associated with this policy is entitled to raise the matter through the appropriate grievance procedure.

Pat Munro is committed to an on-going programme of action to make this policy fully effective.

Approved: **Brian Munro**
Managing Director

Date: **11th Dec 2017**

Signed:

A handwritten signature in black ink, appearing to read 'Brian Munro', written over a light blue horizontal line.