

Equality and Diversity



Pat Munro (Alesse) Ltd are committed to providing a working environment which embraces diversity and promotes equality of opportunity.

As an employer, Pat Munro (Alesse) Ltd are committed to equality and valuing diversity within its workforce.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers and colleagues. Inappropriate behaviour is not acceptable.

We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

We will demonstrate our commitment by:

- Promoting equality of opportunity and diversity within our workplace
- Building a workforce which reflects the communities in which we are based, with the aim of having parity of representation across the workforce
- Treating our colleagues, customers and partners fairly and with respect
- Promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- Recognising and valuing the differences and individual contribution that people make
- Providing support and encouragement to staff to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities.

Every person working for Pat Munro (Alesse) Ltd has a responsibility for implementing and promoting these principles in their day-to-day dealings with everyone – including members of the public, other staff and employers and partners.

Approved: Brian Munro
Managing Director

Date: 2nd Dec 2019

Signed:

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