



## Equality Policy Statement

John Desmond Limited is multicultural and supports the principle of equality of opportunity in employment.

Furthermore, the Company will take every step to ensure that individuals – whether employed or seeking employment – are treated equally such that decisions in the areas of recruitment, selection, training and promotion are based solely upon job-based criteria. The principle of equality extends to pay and other benefits, conditions of employment, selection for redundancy and disciplinary/dismissal procedures.

Furthermore, John Desmond Limited is committed to pursuing an approach to employment which eliminates 'direct and indirect discrimination', 'harassment' and 'victimization' and promotes equality of opportunity in employment regardless of the: -

- a. Colour, race, creed, nationality, ethnic origin
- b. Disabilities
- c. Marital status
- d. Membership of, or none membership of, a trade union
- e. Sex

both of its employees and applicants for employment.

It is the duty of all employees at all levels that good practice of equality between themselves and as described in the equality procedure document is implemented and maintained with a positive attitude

Mr Ian Desmond, Managing Director is personally responsible for implementation, monitoring and continual improvement of the arrangements and operates an open door policy for all employees to communicate directly on any matters of concern.

**Signed:**

**Name:**

Mr. I. Desmond  
Managing Director

**Date:**

02 January 2019  
(Next review scheduled for January 2020)