

EQUALITY AND DIVERSITY POLICY STATEMENT

Hughes and Salvidge Limited incorporating K&B Crushers, H&S Asbestos and H&S Metals (Hughes and Salvidge) is an equal opportunities employer, focussed on equality and diversity and comply with the Equality Act 2010. Our future success in a highly competitive world depends upon our employees and the development of their skills and abilities. Our commitment to the principle of equal opportunity has been a long-standing feature of our personnel practises and procedures. We believe that all employees have a right to be treated with dignity and respect.

There will be no discrimination because of or related to the protected characteristics of sex, sexual orientation, gender reassignment, disability, pregnancy or maternity, being married or a civil partner, age, race (including colour, nationality and ethnic or national origins), religion or belief which is not permitted by law; or on any other grounds, except where this is necessary to ensure that the job is done effectively and safely.

These principles will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment. In relation to the protected characteristics set out above, unlawful discrimination includes (subject to certain exceptions):

- less favourable treatment of a person because they have a protected characteristic, or are associated with someone else who has such a characteristic, or are thought (whether rightly or wrongly) to have the characteristic;
- a provision, criterion or practice which is applied to a group of people, but which puts or would put an individual with a protected characteristic, and others sharing that characteristic, at a particular disadvantage (unless it can be shown to be a proportionate means of achieving a legitimate aim);
- harassment related to a protected characteristic (please see the company's separate Harassment Policy). In general, it does not matter whether the victim has the protected characteristic, is associated with someone else who has such a characteristic, or is simply thought (whether rightly or wrongly) to have the characteristic;

- subjecting a person to a detriment for making a complaint of discrimination or giving evidence in relation to such a complaint; or for seeking, giving or receiving information to find out the connection between pay and a protected characteristic (victimisation);
- treating a person unfavourably because of something arising in consequence of that person's disability.

All employees have a responsibility to apply the company's principles in practice. It is the responsibility of every employee to ensure that the company's equal opportunities policy is observed and to understand clearly that there is a moral and legal duty not to discriminate against individuals: whether those employed by Hughes and Salvidge, other staff, customers, suppliers or visitors. Equal opportunities is taken very seriously by Hughes and Salvidge and any act of discrimination by an employee will be regarded as a disciplinary matter and will be dealt with according to the Company's Disciplinary Procedure and may be regarded as gross misconduct.

Hughes and Salvidge's Equality and Diversity Policy and procedures are reviewed by the Board on a regular basis or more frequently in response to specific events or a change in regulations or good industry practice.

This Statement is available to the public via the website at www.hughesandsalvidge.co.uk


Signed:
Martyn Burnett, Managing Director

Date: 4th January 2023
Review date: 3rd January 2024