



Enterprise
WASTE MANAGEMENT

Enterprise Waste Management Ltd

EQUAL OPPORTUNITIES POLICY

The Company recognises that discrimination in the workplace in any form, is unacceptable and in most cases unlawful. We have therefore adopted an Equal Opportunities Policy to ensure that all job applicants and employees are treated fairly and without favour or prejudice. We are committed to applying this policy throughout all areas of employment; recruitment and selection, training, development and promotion. In all situations people will be judged solely on merit or ability. The following sets down the key points of the policy, and any breach of the policy will lead to disciplinary action, which may include dismissal.

- Each and every employee has a duty to observe and apply the policy at all times.
- The policy will be implemented in accordance with the requirements of the Rehabilitation of Offenders Act 1974, the Sex Discrimination Acts 1975 and 1986, the Race Relations Act 1976, and the Disability Discrimination Act 1995.
- To ensure that we reach the widest cross section of the community, all vacancies will be advertised through the appropriate agencies, or independent media.
- We will ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic, or national origin, sex, marital status, sexual orientation, disability, political opinion/affiliation, age or religion.
- Interview questions will be related to the requirements of the job and we will not seek irrelevant qualifications. Applicants will be short listed/selected solely on the basis of capability.
- Each and every employee has an obligation to make a positive contribution towards creating an environment of equal opportunity throughout the business.
- The Grievance Procedure is available to any individual who believes that they have been discriminated against, and the Company would urge those individuals to pursue their rights through this channel.

Nathan Darbyshire

N. Darbyshire
Company Director

01 Jan 2020