

TECH TEST UK

Making Safety Paramount

**17 GLAISHER DRIVE
MEIR PARK • STOKE on TRENT
STAFFORDSHIRE
ST3 7RF**

9th January 2015

AIM

Tech Test UK aims to ensure that all employees are treated solely on the basis of their merits and abilities to enable employees to reach maximum potential within the company regardless of gender, race, religion, age, political beliefs, disability, social economic background and union membership.

OBJECTIVE

Our objective is to build a company of opportunity to all sections of the community and in whose activities all employees participate fully and equally.

PRINCIPLES

Our commitment to an equal opportunities policy is embodied in the following principles:

- Discrimination is unacceptable within our company in that it represents a waste of human resources and denial of individual opportunity.
- No member of Tech Test UK shall be subject to discriminatory treatment, either directly or indirectly, on any of the grounds stated above.
- The active support of our company is sought through the commitment and involvement of all groups of staff in the implementation of this policy.
- Tech Test UK is committed to a programme of action to ensure that this equal opportunities policy is fully effective.

POLICY

Tech Test UK is committed to an Equal Opportunities Policy in employment practice. This commitment is placed on the legal responsibilities placed on employers by the Sex Discrimination Act 1975 and on the recognition that groups and individuals can be subject to discrimination on a variety of grounds such as those mentioned above.

It is unlawful to victimise individuals who have made allegations or complaints of disability, race, sex or marriage discrimination or provided information about such discrimination. Our company regards as a serious disciplinary matter proven acts of victimisation in these or any other areas covered by the equal opportunities policy.

DEFINITIONS

- **Racial Discrimination:** covers discrimination on grounds of colour, race, nationality, ethnic or national origins. Race may cover some religious groups.
- **Sex Discrimination:** covers discrimination on grounds of sex or marital status or notions associated with the role of men and women in society (gender). Further to this it is contrary to our company policy to discriminate against homosexuals either directly or indirectly whether at the time of recruitment or in the post. Tech Test UK is committed to the removal of potentially discriminatory barriers in the workplace, which may adversely affect the progress of men and women at work.
- **Harassment:** is an attack on the dignity and security of the individual person. It may cover unreciprocated and unwelcome comments, looks, actions, materials, suggestions or physical contact that is found to be objectionable and or offensive and may create an intimidating working environment. Established harassment and victimisation on the grounds of race, sex disability or other areas covered by this policy will be viewed as a serious disciplinary offence.

The Equal Opportunities Policy applies to all departments and to all members of staff. Our company recognises the importance of providing equal opportunities for training, career development and promotion applicable to the differing needs of all staff. It recognises also that training can play an important role in changing procedure and behaviour.

Tech Test UK is committed to developing an efficient monitoring system to ensure the effective implementation of this policy in respect to the recruitment and management of staff. Further to this, our company will be committed to the investigation of complaints alleging racial, sexual or other discrimination and to the initiation of action where necessary under our normal disciplinary procedures.