

INTEGRATED
MANAGEMENT
SYSTEM



DOCUMENT INFORMATION

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| Reference: | G6 | Date: | 13 th February 2012 |
| Title: | Equality Policy | Revision: | 0 |
| Comments: | | Approved: | Kevin Wanless |

The Niramax Group intends to deliver excellent and safe performance, in terms of both the quality of the service we provide, and in environmental protection.

In order to try to recruit the best person for the job, we will *not* consider any of the following when selecting applicants:

- ethnicity
- gender or sexual orientation
- age
- religion
- disability

We operate in an ethnically diverse world, and we believe that our personnel structure should reflect that diversity. We recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense.

Having an unspent criminal conviction will not necessarily bar an individual from employment with us. An applicant's criminal record will only be taken in to account where the conviction is relevant to the position.

Niramax aims to create a working environment in which all training, development, promotion, or advancement is based purely on merit. Likewise, any disciplinary action must be solely based on inadequate performance, or a breach of company rules.

We will not tolerate harassment, bullying, or victimisation, whether physical or verbal, of any member of staff; neither will we permit any other discriminatory behaviour. We will work to ensure that such behaviour is met with appropriate disciplinary action whenever it occurs.

Frank Antropik

Managing Director

20th July 2016