

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

Albion Environmental Limited (“ALBION”) considers it desirable to produce a statement of policy on Equal Opportunities and Training. This is to provide the necessary encouragement and guidance to staff to implement our policy, which must be strictly adhered to by all management and assessors (except where there are legal limitations on employment to particular posts or where there are considerations of privacy or decency). Disciplinary procedures may be used in a case of a breach of our policy.

- 1.1 In this policy, discrimination means; “where a person is treated less favourably on the grounds of sex, marital status, race, religion, disability or social background”*
- 1.2 In this policy, indirect discrimination means; “the imposition of requirement or condition which is applied, or would be applied equally to persons not of the same sex, marital status, race, religion, disability or social background” which is to the detriment of the individual because he/she cannot comply with it.*
- 1.3 In this policy, Albion Environmental Ltd includes all employees, whether full time, part time or on a temporary contract who act on behalf of the Company.*
- 1.4 In this policy, Albion Environmental Ltd also includes any candidates who have contracted Albion Environmental Ltd to provide training services.*
- 1.5 We believe that our policy and practice are a means of maximising the effective use of human resources in the Company and the employer’s best interests.*
- 1.6 All members of staff employed by Albion Environmental Ltd and all applicants for employment will be given equal opportunity, irrespective of their sex, marital status, race, religion, disability or social background in all aspects of their employment and training; e.g. In their access to posts and in terms of benefits on which employment is normally available at Albion Environmental Ltd.*
- 1.7 All candidates contracted to Albion Environmental Ltd for training, and all Applicants for training will be given equal opportunity irrespective of sex, marital status, race, religion, disability or social background in all aspects of their training.*
- 1.8 Staff employed by Albion Environmental Ltd shall be made aware of the provision of this policy.*
- 1.9 All key personnel involved in the selection of staff and providing training shall be given training and guidance in the law and this operational policy, their own personal liability under the law and the nature of discrimination.*

The Company is committed not only to the letter of the law but also to the promotion of equal opportunities in all fields.

Signed:
Managing Director



Date: March 2009