

JACKSON PLATING LTD

Electrochemical and Electroless chemical plating processes for precious and non-precious metals and anti-corrosion finishes

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EQUAL OPPORTUNITIES & DIVERSITY POLICY

Jackson Plating Limited is committed to complying with current Equalities Legislation at all times

Our Vision Statement:

- The Company is committed to promoting equal opportunities.
- The Company values diversity and encourages fairness and justice.
- The Company wants equal chances for everyone in the Company to work, learn and live free from discrimination and victimisation.
- The Company will combat discrimination throughout the business and will use its position of influence, wherever possible, to help overcome discriminatory barriers.

In seeking to achieve this vision, the Company will strive to:

- Encourage equality of opportunity for all people and actively promote good relations.
- Eliminate any conditions, procedures and individual behaviour that can lead to discrimination even where there was no intent to discriminate, with particular regard to:

Race; Gender; Disability; Sexuality; Age; Religion and Belief plus Employment issues.

Whilst recognising that individuals may experience disadvantage on more than one level.

- Offer support to all people, ensuring that anyone in contact with the organisation is treated with respect, making provision for those groups within the company whose needs and expectations are less well met.
- Comply with all legislation dealing with discrimination and the promotion of equality, following the codes of practice issued to support this legislation.
- Ensure all employment policies procedures and guidelines reflect and reinforce the Company's commitment to equality.
- Ensure mechanisms are in place for responding to complaints of discrimination and harassment from employees.
- Make this policy known to all Company employees, job applicants, and partner organisations.
- Operate procurement practices and partnership arrangements that ensure others commissioned to provide services for the Company to have similar policies that cover equal opportunities.
- Periodically review the Equal Opportunities policy

Signed:



Director: MJ Jackson

Date: 18/09/2023