

# Policy Statement

## Equal Opportunities

Ross-shire Engineering Ltd is committed to being an employer of choice. Promoting equality of opportunity and treatment for all employers, employees, workers, consultants, job applicants and (as appropriate) former employees and staff is fundamental to that commitment.

We aim to sustain a working environment in which all individuals are able to make best use of their skills, free from inequality and in which all decisions are based on merit.

We do not differentiate on the basis of age, disability, gender reassignment, marital status, civil partner status, pregnancy, maternity, race, skin colour, nationality, ethnic origin, national origin, religion, belief, sex or sexual orientation (protected characteristics).

The principles of non-discrimination and equality of opportunity and treatment also apply to the way in which we engage with visitors, customers, potential customers, suppliers, former employees and staff.

Everyone covered by this policy, being all directors, managers, employees, trainees, consultants, contractors, home workers, part-time and fixed-term employees, apprentices, casual and agency staff and volunteers engaged from time to time by Ross-shire Engineering Ltd, has a duty to act in accordance with this policy, at all times treating colleagues and everyone who we deal with, with dignity and respect.

Everyone covered by this policy must do all that they can to ensure that discrimination, bullying, harassment, or victimisation does not arise in the workplace.

The Directors will review this policy annually, and revise or update it as necessary.

Allan Dallas

Managing Director

Ross-shire Engineering Ltd.

A handwritten signature in black ink, appearing to read 'Allan Dallas', is positioned to the right of the printed name and title.