



## **Equality and Diversity Policy**

**PROTEK (UK) Ltd** is an equal opportunities employer.

In implementing the policy for Equal Opportunities, no job applicant or employee will receive less favourable treatment on the basis of sex, colour, ethnic or national origin, race, disability, age, sexual orientation, socio-economic background, religion and belief (including lack of belief) or political beliefs, trade union membership or non-membership, marital and civil partnership status, family circumstances, pregnancy or maternity status, gender reassignment, or on the basis of being a part-time or fixed term worker.

All employees will be given an equal opportunity to progress within the Companies.

All policies will be regularly monitored to ensure that there is no direct or indirect discrimination occurring in connection with ethnicity, gender or disability records of job applicants or existing employees.

The following actions will be implemented to ensure the policy is put into practice:

- The recruitment, selection, training, promotion, discipline and dismissal of employees will be on the basis of merit and ability.
- It is a disciplinary offence to victimise, discriminate or harass any person at any stage in relation to employment with the Companies i.e. during the recruitment process; as an employee; or as a past employee.
- Every reasonable step will be taken to ensure that the workplace is accessible and managed to suit the needs of all employees.
- All employees will be given every opportunity to know and understand this policy

The named person below has overall responsibility for dealing with all issues relating to Equal Opportunities and will ensure the policy is properly implemented and periodically reviewed in accordance with relevant statutory provisions.

The company will comply with the Equality Act 2010.

This policy will be reviewed annually or as required by changes in working practice or legislation.

**PROTEK (UK) LTD**

**Laurentiu P. – General Director**