MANILVA | CONTRACTS

EQUAL OPPORTUNITIES POLICY

Manilva Contracts is committed to the introduction of an effective equal opportunities employment policy. The organisation recognises that discrimination occurs in society against individuals and groups on the grounds of race, sex, disability and towards lesbians, gay men and bisexuals, to various ages (young and old) and persons of various religious beliefs or non-believers.

The organisation acknowledges that discrimination also occurs in society on the basis of age, religious beliefs and social class and that the groups mentioned may be additional affected by this.

Manilva Contracts is opposed to any forms of less favourable treatment or financial reward through direct or indirect discrimination, harassment, victimisation on the grounds of colour, race, sex, sexual orientation, political opinions or disability, religious background or age.

Manilva's policy is to provide fair equitable working arrangements for its employees and contractors and to follow legislation prohibiting discrimination in the workplace, as set out in the 'Sex Discrimination Act 1975', 'Equal Pay Act 1970', 'Disability Discrimination Act 1995', and the 'Sex Discrimination (Gender Reassignment) Regulations 1999', the Codes of Practice published by the "Equal Opportunity Commission", the "Commission of Racial Equality" and subsequent variations and relevant statutory provisions made under the Acts.

This equal opportunity policy statement applies to all its employees and contractors and others working for or on behalf of Manilva Contracts. Whilst working on clients' premises and locations, at the office location and / or social occasions.

It is expected that each and every employee will accept responsibility for adhering to the principles of Manilva Contracts Equal Opportunity Policy. Manilva will ensure that this equal opportunity policy is brought to the attention of all employees and others employed indirectly.

Manilva will ensure that pay is awarded fairly and equally and that all staff shall receive equal payment for the same broadly similar works. Manilva will ensure that all employees receive the same information and are given the same opportunities. Manilva will base work solely upon the employed individuals' capability, ability, qualification, experience and familiarity in relation to contract requirements. Without regard to colour, race, nationality, ethnic origin, creed, age, religion, sex, sexual orientation, marital status, parental status, political opinions or disability.

MANILVA | CONTRACTS

Any grievance or issue raised by any persons about discrimination and / or harassment will be fully investigated and appropriate action will be taken. It will be considered an act of gross misconduct if employees are found to be in opposition to the principles of this equal Opportunity Policy.

This Equal Opportunity Policy Statement will be monitored and reviewed on a regular basis to ensure that it is being adhered to by all employees and contractors and to ensure there is a commitment to it by its senior staff.

Signed ..... Date 22/3/18

Steve Falzon
Managing Director