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Policy 09 - EQUALITY and DIVERSITY POLICY

MAM Contracting Ltd is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is in our best interest to promote diversity and eliminate discrimination in the workplace.

Individuals with different cultures, perspectives and experiences are at the heart of the way we work. We want to recruit, develop and retain the most talented people, regardless of their background and make best use of their talents.

Each employee will be respected and valued and able to give their best as a result.

We are committed to:

- Equality of opportunity
- Tackling discrimination and disadvantage
- Tackling harassment and intimidation
- Making our workforce and the organisation as a whole more representative of the diverse communities.
- Encouraging other organisations to adopt similar policies on Equality and Diversity

We will not tolerate less favourable treatment on the grounds of sex, gender, gender reassignment, age, race, colour, nationality, ethnic or national origin, disability, marital/civil partnership status, sexual orientation, pregnancy or maternity, responsibility for dependents, trade union or political activities, criminal record, place of residence, religion, faith or other beliefs, health status or any other reason which cannot be shown to be justified.

Management and all workers have a shared responsibility to ensure that this Equality and Diversity Policy is adhered to and to promote dignity and equality of opportunity at work. Breaches of this Policy by workers will be regarded as potential misconduct and could lead to disciplinary proceedings.

Being better never stops



