



## Equality Policy Statement

The BKP Waste and Recycling Ltd is an Equal Opportunity Employer. The Company policy is that no job applicant or employee will receive less favourable treatment on the grounds of colour, race, nationality or national or ethnic origin, disability, sex, gender reassignment, marital status, age, sexual orientation, religion or belief referred to in this policy as “Illegal Grounds” or is disadvantaged by any other condition or requirement that is not essential for carrying out the job. The effectiveness of the Company will only be improved by developing the skills and abilities of all employees and the policy, above all else, aims to achieve this objective.

Entry into the Company and progression will be determined solely by the application of objective criteria, personal performance and merit. As a result, recruitment and other employment decisions and procedures will be monitored and reviewed and, where necessary, they will be changed to ensure that everyone is treated fairly. Where there is under representation of particular groups, the circumstances will be investigated and, where appropriate, practical measures within the law taken to remedy the situation.

Eliminating discrimination and providing equality of opportunity depends on the personal commitment of all employees, who therefore have a personal responsibility for the implementation of the policy. To ensure that line Managers and other relevant decision makers understand Company policy and their position in law, appropriate training and guidance is provided. Direct or indirect discrimination, including harassment or victimisation is not tolerated. Deliberate failure to observe the requirements of this policy will be subject to a disciplinary procedure

The CEO has the specific responsibility for applying this policy and is accountable to the Board of Directors for its implementation. Any employee who believes that they are being treated unfairly in any way associated with this policy is entitled to raise the matter through the grievance procedure.

It is the general responsibility of managers to ensure that this policy is applied within their own area.

This policy applies to all BKP employees (and potential employees) including those employed under contracts with BKP and temporary staff.

Nick Scott-Healey  
CEO

A handwritten signature in blue ink, appearing to read 'Nick Scott-Healey', is written over a faint, circular watermark or stamp.

July 2016