



## **Equality and Diversity Policy Statement.**

The Michael Lonsdale Group aims to ensure that employees and their work environment are free from all forms of harassment and intimidation that creates an intimidating, offensive and hostile environment. Any employee participating in such conduct will be subject to disciplinary action where required including termination of employment. It is strictly forbidden for employees to indulge in acts or make comments of a physical, verbal, sexual or racial nature.

It is the policy of Michael Lonsdale Group to encourage equality and diversity amongst all parties associated with our operations by proactively targeting the following objectives:

### **Cultural Change:**

Tackling some of the attitudes which are common barriers to equality and the provision of a fair and comfortable working environment.

### **Service Delivery**

Distributing information in a manner that ensures its flow and comprehension through all necessary channels to limit ignorance and/or lack of knowledge influencing the working environment of those employees and our supply chain

### **Employment:**

Building a workforce which represents the different communities and groups of people within our operational environment. Opportunities will be afforded to suitable qualified individuals regardless of race, colour, religion, sex, national origin, age, disability or marital status.

### **Primary Equality and Diversity Values.**

We believe that fostering a culture of co-operation and mutual respect on our sites and in our offices underpins the high quality of products and services offered to our clients.

We value diversity and consider applicants from all sectors of the community. The diverse nature of our existing workforce is a direct reflection of this.

We believe that our success is conditional upon valuing and encouraging the potential of all employees and actively encourage this in our employment and subsequent training procedures.

We believe in promoting equality and provide support to managers to encourage this within our workforce.

We believe that every individual from every community is entitled to a fair and optimal service from us and should always be treated with respect.

We believe that discrimination should be eradicated and operate a zero-tolerance policy for any related non-conformities that may occur against our related policies and procedures

