

JWS WASTE AND RECYCLING SERVICES LIMITED



EQUALITY AND DIVERSITY POLICY

JWS Waste & Recycling Services Limited is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this Policy is to provide equality and fairness for all workers, job applicants, clients and customers irrespective of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We value a diverse customer base and the individuality and creativity that every worker potentially brings to the workplace and oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- To seek and encourage a diverse customer base we constantly strive to improve the quality and range of services offered to our customers by exploring new markets and trading opportunities.
- We will review all our employment practices and procedures to ensure fairness.

DELIVERING EQUALITY AND DIVERSITY

- Breaches of our equality Policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This Policy is fully supported by senior management.
- The Policy will be reviewed annually.

A handwritten signature in cursive script, appearing to read 'R. Sweeney'.

Signed:

Position: MANAGING DIRECTOR