

CROWN LIFTS LIMITED

EQUALITY & DIVERSITY POLICY

Crown Lifts Limited is an equal opportunities employer committed to providing equality of opportunity and fairness of treatment for all persons.

- Accordingly, our employment policies aim to ensure that no job applicant or employee receives less favourable treatment on the following grounds: age, colour, race, nationality, ethnic origin, religion, political beliefs, trade union membership, marital status, gender, sexual orientation or disability nor is disadvantaged by conditions or requirements that are not essential to carry out a job of work.
- The objective of the policy is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.
- Management has the primary responsibility for the successful implementation of the policy by:
 - Not discriminating in the course of employment against fellow employees, job applicants, clients, suppliers, members of the public or any other group that they may come into contact with during their tenure with the company.
 - Not inducing or attempting to induce others to practice unlawful discrimination
 - Bringing to the attention of staff that they will be subject to disciplinary action for failure to adhere to this policy
- Individual employees have a responsibility to ensure that they assist the organisation in achieving these objectives by:
 - Not discriminating in the course of employment against fellow employees, job applicants, clients, suppliers, members of the public or any other group that they may come into contact with during their tenure with the company.
 - Not inducing or attempting to induce others to practice unlawful discrimination
 - Reporting any discriminatory action to the managing director.
- The successful operation of this policy necessitates a contribution from each employee and all employees have an obligation to report any act of discrimination known to them.
- Employees who consider that they are a victim of unlawful discrimination should raise the issue through the grievance procedure.
- Diversity is a concept based on the principle that everyone is different in some way, and that taking an inclusive approach brings benefits and advantages. It is recognising, respecting and valuing the differences everyone has.



Reg Coote, Managing Director

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