

Equality Policy Statement

For Plantwork Systems Ltd, 10 Cross & Pillory Lane, Alton, Hants, GU34 1HL
April 2013

Plantwork Systems Ltd (PWS) aims to provide an environment which respects and values the positive contribution of all its members. To achieve this aim, PWS acknowledges the following basic rights for all its members and prospective members:

- To be treated with dignity and respect
- To be treated fairly with regard to all procedures, assessments and choices

These rights carry with them responsibilities and PWS requires all its members to recognise these rights and to act in accordance with them in all their dealings with other individuals and organisations.

PWS will comply with all relevant legislation and good practice and will not tolerate any individual receiving less favourable treatment on grounds of religious or political beliefs, gender, sexual orientation, family circumstance, race or ethnic origin, nationality, age, social or economic class, or disability, nor be disadvantaged by any other condition or requirement which is not relevant to good practice and cannot be shown to be justifiable.

It is expected that all directors and employees adhere to this policy and any breach of it may be dealt with under the company Disciplinary Procedures.

PWS aims to:

- Ensure that the equal opportunities policy statement, accompanying codes of practice and other relevant policies and procedures are widely distributed throughout the institution.
- Establish support systems for staff who feel themselves subjected to discrimination.
- Ensure equality of access to employment to PWS by monitoring the recruitment, selection and promotion processes for all staff.
- Ensure that the physical environment and buildings reflect the needs of any disabled staff.
- Ensure that traders, contractors, institutions or individuals who interact with PWS are aware of this policy.
- Regularly review and monitor all company policies and practices to ensure compliance with equal opportunity practice.



Robert A. H. White
Managing Director