

ID	SN-HS-20	Person Responsible	W Dee	Date Last Updated	12-04-19	Revision	10	Status	Released
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## Equality, Diversity and Opportunities Policy

### Principles:

PMC Safety Netting Ltd wholeheartedly supports the principle of equality and diversity in employment. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of PMC Safety Netting to recruit and develop the best people for our jobs from as wide and diverse a pool of talent as possible.

PMC Safety Netting Ltd recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation and a failure to appreciate needs or the assumption of such needs without consultation.

Discrimination can be direct or indirect (where there is a policy, practice or procedure that applies to everyone but has an effect which particularly disadvantages a particular group and cannot be justified).

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. We fully encourage our employees to help to evolve, commit and co-operate with PMC Safety Netting Ltd to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Employees should draw the attention of their line manager to suspected discriminatory acts or practices or cases of bullying or harassment.

### Statement of Intent:

PMC Safety Netting Ltd aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Signed:

A handwritten signature in blue ink, appearing to read 'M Atkinson'.

M Atkinson  
Managing Director

Date of Issue: 12<sup>th</sup> April 2019

Revision dates : 08/03/2018 – 12/04/2018 – 12/04/2019