

# EQUALITY & DIVERSITY POLICY

## Policy Statement

DBS Environmental Limited (DBS) is committed to encouraging diversity and eliminating discrimination in both its role as an employer and as a provider of services. DBS 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.

## Purpose

The purpose of this policy is to provide equality and fairness for all in our employment and in the provision of services and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. DBS opposes 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, volunteering or any other benefit will be on the basis of skills and ability.

## Principles

DBS' commitment to Equality and Diversity is:

- To create an environment in which individual differences and the contributions of all our employees, trustees and volunteers are recognised and valued.
- To create a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- To ensure training, development and progression opportunities are available to all.
- To promote equality in the workplace, which it believes is good management practice and makes sound business sense.
- To regularly review all employment practices and procedures to ensure that no job applicants or staff are treated less favorably than others.
- To regularly review services to ensure they are accessible and appropriate to all groups within society.
- To treat breaches of the equality policy seriously and to take disciplinary action when required.
- To provide information and training to all employees so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it.
- To monitor and review the policy annually.

Dave Nanson  
**Managing Director**  
May 2014