



## **EQUALITY and DIVERSITY POLICY**

AB2000 is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the delivery of our business activities.

We aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

We recognise our responsibilities under the Equality Act 2010 and are committed to meeting them in full. We aim to create a working environment that respects everyone and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

For equality to be achieved this policy needs to be understood and embraced by all staff and promoted by senior management. To ensure that we are meeting the aims and the spirit of this policy we will:

- Review this policy annually to ensure that it reflects up to date equality legislation and best practice.
- Implement it through our documented Management System and embed it as a core value within our business.

Breaches of this Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.

### **The Law**

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- The Protection from Harassment Act 1997

**John Murphy,  
Managing Director**

**Date:** 10<sup>th</sup> June 2019  
**Date of Next Review:** 2<sup>nd</sup> June 2020