

EQUAL OPPORTUNITIES AND INCLUSION POLICY SCOPE OF POLICY

The Company is committed to a comprehensive policy of equal opportunities and inclusion in employment in which individuals are selected and treated based on their relevant merits and abilities, without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics), or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance or conduct. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

This also applies to the training, career development, promotion, payment practices and all other terms and conditions of employment. It is the responsibility of each employee at every level to promote equal opportunities and inclusion and to pursue non-discriminatory policies and practices in employment and through behaviour language, attitude and actions so that no discriminatory practices occur.

All employees have a duty to co-operate with this policy to ensure equal opportunities and inclusion to prevent discrimination. Disciplinary action will be taken against any employee who breaches this policy and serious breaches will be treated as gross misconduct (see disciplinary policy).

EQUAL PAY

Cemplas will treat all workers including full or part time employees, casual workers and temporary workers equally, regardless of any protected characteristic, in respect of their terms and conditions of employment, if they are employed on 'like work', 'work rated as equivalent' under a job evaluation study, or 'work found to be of equal value'. This does not just cover remuneration alone but includes most terms in an employment contract. Variance within rates of pay due to length of service, performance, bonuses or individually agreed terms of contract will not be influenced by any protected characteristics of the employee. Terms covering special treatment because of pregnancy, childbirth or reflecting statutory restrictions on the employment of women are not covered.

GENDER DISCRIMINATION

Under the Sex Discrimination Act 1975 (as amended in 2005), Employment Equality (Sexual Orientation) Regulations 2003 and the Equality Act 2010, Cemplas will not discriminate on grounds of gender or marriage; or if someone intends to undergo, is undergoing or has undergone gender reassignment; or due to an individual's sexual orientation whether actual or perceived.

Within the scope of the Employment Equality (Sexual Discrimination) Regulations 2008 and the Equality Act 2010, the company shall not tolerate sexual harassment, which is harassment of a 'sexual nature', nor shall it tolerate 'sex-related harassment' which is unwanted conduct related to an individual's gender or that of another person.

Therefore 'sexual banter' within the workplace is not permitted, as although not targeted towards an individual or caused by their presence, it may create an offensive and uncomfortable environment for that person.

Date: 20 March 2023
Signed:



Name: Liam Blencowe
Position: Managing Director