

**OATES ENVIRONMENTAL LTD  
10 Carr Crofts Drive  
Leeds  
LS12 3AL**

## **EQUALITY & DIVERSITY POLICY**

OATES ENVIRONMENTAL LTD are committed to the active pursuit of an Equality & Diversity Policy which addresses the need and right of everybody in our employment to be treated with respect, dignity and in an environment in which a diversity of backgrounds and experiences is valued.

OATES ENVIRONMENTAL LTD are also totally opposed to discrimination of any kind and we treasure and promote equality and diversity within our company.

We will counter all forms of discrimination on the grounds of gender, marital status, family responsibility, health status, sexuality, age, disability, race, ethnic or national origin, colour, religious or political belief, class, mental health or for other reasons such as pregnancy, maternity or paternity.

We ensure that decisions made on pay, benefits or offers of training are made on a fair basis and are not altered by protected characteristics of our employees. This means that gender; age or religion will not be used as a reason to offer differing pay levels to people in similar jobs or to not provide benefits or training to certain employees.

All employees and visitors, have the right to freedom from harassment from both other employees and those not in our employment. They also have the right to be free from discrimination whether it be direct, indirect, associative or from perception. In addition all our employees are entitled to fair access to the facilities we provide.

Our employees have the responsibility to challenge discrimination and to actively implement fairness and respect to all.

OATES ENVIRONMENTAL LTD has a complaint and grievance procedure for reporting events which contravene the ethos of fair treatment. No one who uses this procedure will be subject to victimisation or different treatment as a result of this.

Our policy aims to create the conditions whereby prospective or existing employees are treated solely on the basis of their merits, abilities and potential, regardless of any irrelevant distinction. OATES ENVIRONMENTAL LTD are committed to a continuous programme of action both to implement our Equality Policy throughout the company and to ensure its regular review.

**OUR AIM IS TO EMBED THE PRINCIPLES OF EQUALITY INTO EVERY ASPECT OF OUR WORKING LIFE.**

**Signed by the person with overall responsibility for Equality & Diversity:**

**Simon Oates  
Managing Director**