

## Equal Opportunities & Diversity Policy Statement

Leverton Clarke is committed to eradicating discrimination and encouraging diversity amongst our workforce so that each employee feels respected and able to give their best. The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.

In consequence, the purpose of this policy is to provide equality and fairness for all in our employment and business operations, and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

Leverton Clarke opposes all forms of unlawful and unfair discrimination. In that respect, the company will ensure that all members of the public, business partners, and all employees, whether part-time, full-time or temporary, will be treated fairly and with respect.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

The company will:

- Promote equality of opportunity and diversity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- Provide support and encouragement to staff to develop their careers and increase their contributions to the organization through the enhancement of their skills and abilities;
- Treat our customers, colleagues and partners fairly and with respect;
- Review all our employment practices and operational procedures to ensure fairness; and
- Ensure, as far as possible, all relevant codes of practice are observed and all its obligations are complied with under current regulations and legislation.

Signed



David Hicks  
Chief Executive Officer  
16 March 2020

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