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## **EQUALITY & DIVERSITY STATEMENT**

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### **PART 1 – INTRODUCTION**

As a company, we are dedicated to the achievement of genuine Opportunity and Equality. We are proud of our workforce who exhibit a diverse range of skills, knowledge, and experience.

We always adhere to current Legislation and will consistently continue to educate and support our staff and business associates.

### **PART 2 – RESPONSIBILITIES**

Every member of staff within Synergy-UK has a legal and moral responsibility to display equal treatment within the working environment and respect the diversity within the business. Any member of staff which acts out of accordance within the Policy, will be held personally accountable and may lead to disciplinary action.

Overall responsibility to ensure our Equality and Diversity Legislation is followed lies with the Managing Director, closely supported by Management within the business.

### **PART 3 – APPLICABILITY**

This Policy covers all aspects of employment including pay, disciplinary and grievance procedures, recruitment, staff training and courses. We also apply the Policy to our customers, suppliers, and contractors.

## PART 4 – EQUAL OPPORTUNITIES

Synergy-UK's Policy forbids any acts of Victimisation, Discrimination and Harassment within its environment. Everyone will receive equal treatment regardless of any of the following factors:

- Race
- Gender
- Sexual Orientation
- Nationality
- Religion
- Contracted Hours
- Disability

Any persons employed by the company will be solely due to being a good match to the job description and the business needs of the company. We remain flexible, where possible, to meet the needs of individuals.

## PART 5 – SIGNATURE



Karl Ashford

Managing Director

08<sup>th</sup> August 2019