



Equality and Diversity Policy Statement

H A Marks is committed to providing equal opportunities for all its employees and a zero tolerance of all forms of discrimination in the workplace which we demonstrate through our employment policies, procedures and practices. Set out in our Equality and Diversity Policy. We believe that discrimination is unjust and unfair to individuals, groups of people and communities.

We will ensure that no one is treated any less favourably on the grounds of their race, colour, ethnic or national origin, gender, gender identity marital status or civil partnership status domestic responsibilities, disability, age, sexual orientation, trade union activity, religious or other beliefs, poverty or social status.

We accept our responsibility to ensure that no employee or applicant is discriminated against as defined by the provisions of the:

- Race Relation Act 1976, Amended Race Relations Act 2000
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995
- Equal Pay Act 1994
- Sexual orientation regulations 2003
- Employment Equality Religion or Belief regulations 2003
- Employment Equality Age Regulations 2006
- Equality Act 2006
- Equality Act 2010

H A Marks seeks to promote equal opportunity in recruitment, employment, promotion, training and career development.

The responsibility for enforcement of this policy rests with the Directors, who will monitor the effectiveness of the policy and associated initiatives.

The implementation of initiatives in support of the policy is the responsibilities of the Directors, Managers. All employees have an obligation to avoid discrimination and promote equal opportunities throughout our company and in the delivery of its services.