



Equality Policy

This Equality Policy applies to all employees of BSCL Ltd and BSCL Communications Ltd

It is a policy of BSCL that all people are to be treated equally regardless of race, religion, gender, sexual orientation, age or disability to achieve equal opportunities. Any discriminatory behaviour whether it is racist, sexist or other will not be tolerated and will result in disciplinary action against any offending employees.

The employee whilst representing the company will therefore not act or encourage others to act in a discriminatory manner towards other people. This includes actions against other members of staff as well as customers, suppliers or the general public.

If an employee believes they are suffering from discriminatory behaviour then they must report the matter to their line manager for appropriate action to be taken, or if this is not possible then another senior member of staff.

We aim to promote equality and good race relations and eradicate racial discrimination to achieve a working environment which respects and values diversity and shows consideration for others.

This policy will encompass all of the characteristics of the Equality Act 2010, in relation to;

- Age
- Religion or Belief
- Race
- Disability
- Sex
- Sexual Orientation
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

A handwritten signature in black ink, appearing to read 'S. Waughman', written over a horizontal line.

Simon Waughman (Managing Director)

Date: April 2017