

## Equality & Diversity

Spaghetti Construction Ltd is an equal opportunity employer and this statement details our policy of equality and diversity in recruitment and employment and the manner in which this policy will be implemented and monitored.

Spaghetti Construction Ltd is committed to a policy of equality of opportunity in its recruitment and employment practices. It is our policy to ensure that all employees are recruited, trained and promoted on the basis of ability, the requirements of the job, and similar objectives and relevant criteria. No applicant for employment or employee will be treated less favourably than another on grounds of race, gender, marital status, nationality ethnic or national origin, colour, creed, disabilities, age within the legal limitations, or because they are Lesbians or gay men.

Selection criteria and procedures will be kept under review to ensure that individuals will be selected, promoted and treated on the basis of their abilities, merits and according to the requirements of the job; they will be given equal opportunity to show this ability and, where appropriate, special training to progress within the company.

We will not tolerate discriminatory language or behaviour towards our employees or customers. Acts of discrimination, harassment, bullying or victimisation are disciplinary offences which we will deal with under our disciplinary procedure

Race or Racial Origin - Shall mean discrimination on grounds of race, colour, nationality, ethnic or national origins.

Persons with Disabilities - Shall mean discrimination against any person who has a disability whether or not this impairs normal functions.

It is the duty of all employees to accept this personal responsibility for the practical application of the policy.

Spaghetti Construction expects all its employees to act at all times in accordance with this equality and diversity policy. All employees are required to comply with and promote the policy and to ensure that discrimination is eliminated in the working environment.