



Equality Policy

LLWR Ltd believes everyone must be treated fairly and with respect. All recruitment and promotion decisions will be based on the person's aptitude, ability, experience and performance. LLWR will provide equality of opportunity and will not tolerate discrimination on the grounds of gender, race, colour, nationality, age, disability, gender reassignment, marriage, civil partnership, pregnancy and maternity, religion or belief, sexual orientation, working pattern, carer responsibility, trade union activity, political belief or any other grounds. Any breach of this policy will be regarded as misconduct which may be liable to disciplinary action.

LLWR Commits to:

We will achieve this by:

Ensuring all employees are aware of the requirements and behave in accordance with this policy.

- Publishing the policy, guidance and briefings on the company management system.
- Running briefing sessions on diversity and inclusivity.
- Providing regular reminders and updates via posters and tool box talks.
- Holding employees to account which may make them liable for formal disciplinary action.

Ensuring the company's internal procedures for recruitment, development, training, advancement and reward & recognition support this policy.

- Monitoring and reviewing the internal processes to ensure their effectiveness.
- Measuring equality characteristics to monitor company alignment with local population demographic.

Ensuring that employees and job applicants with any of the protected characteristics of the Equality Act 2010 have the same consideration for job vacancies as other candidates.

- Ensuring reasonable adjustments are in place within the workplace and to working methods.

Responding to complaints without prejudice or victimisation of the complainant.

- Ensuring that all complaints are handled confidentially and professionally by appropriately trained members of the HR Department.
- Making anonymous reporting available via Safecall.