

## **Equality and Equal Opportunities Policy Statement**

The Barnfield group of companies is fully committed to providing a good and harmonious working environment that offers equal treatment and equal opportunities for all employees and where every employee is treated with respect and dignity, in accordance with the Equality Act 2010.

We recognise that the provision of equal opportunities in the workplace is good management practice and makes sound business sense. This policy will help all employees develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### **Aims**

It is the organisation's policy that there should be no discrimination, harassment or less favourable treatment of any employee or job applicant either directly or indirectly on the grounds of: disability, age or gender; race, colour, religious beliefs, nationality or ethnic origin; sexual orientation or gender reassignment; marital, civil partnership or parental status; trade union membership or activity. This includes pay parity with like-for-like peers, subject to performance achievement.

### **Objectives**

In implementing this policy, the organisation has four main objectives:

To ensure there is no difference in pay or conditions attributable to discrimination;

To encourage employees to take an active stance against all forms of harassment and discrimination.

To deter employees from participating in harassment or discriminatory behaviour.

To demonstrate to all employees that they can rely upon the organisation's support in cases of harassment or discrimination at work.

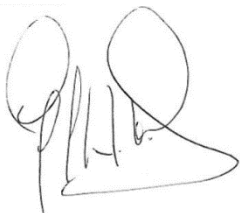
### **Responsibilities and Commitment**

Overall responsibility for the effective operation of this policy lies with the Directors. However all employees, whatever their position within the organisation, have some measure of responsibility for ensuring its effective implementation. In this respect, employees should:

- co-operate with any measures introduced to develop equal opportunities;
- refrain from discriminatory actions or decisions which are contrary to this policy;
- not harass, abuse or intimidate other person at work contrary to this policy;
- not attempt to induce or pressurise other employees to act in breach of this policy.

### **Periodic review**

This policy will be reviewed annually, or more frequently in the event of any changes to statutory requirements or any evidence that the policy is not fully effective.

A handwritten signature in black ink, appearing to read 'Tim Webber', written over a faint, illegible stamp or background.

Tim Webber  
Chairman & Managing Director  
Date: 31/01/2019