

Premier Platforms Limited

Equal Opportunities Policy

General Statement

The company has always been and continues to be committed to provide equal opportunities in employment. This means that all job applications and employees will receive equal treatment regardless of sex, marital status, race, colour, ethnic of national origins, or disability, in recruitment selection, training, promotion, discipline and dismissal issues.

Legislation

It is unlawful to discriminate against individuals either directly or indirectly in respect of their race or sex. The Race Relations Act 1076 and the Sex Discrimination Act 1975 are the relevant acts.

Codes of practice relating to sex and race discrimination have been produced by the Equal Opportunities Commission and have been used as a basis for this policy. There is also a Code of Good Practice on the Employment of Disabled Persons published by the Department Employment (Training), which is reflected in this policy.

Forms of Discrimination

The following are the kinds of discrimination, which are against the company's policy:

- **Direct discrimination** – where a person is less favourably treated because of sex, race or disability. An example is if someone is refused promotion on the grounds of ethnic minority, disability or gender. It is a disciplinary offence to abuse, victimise or harass a person on the grounds of race.
- **Indirect discrimination** – where a requirement or condition, which cannot be justified, is applied equally to all groups but has a disproportionately adverse effect on one particular group. An example is where an age limit for new recruits may exclude many women of that age because they are unable to apply for the job as a result of family commitments, or the restriction of recruitment to areas where there are few ethnic minorities, or a requirement which is non-essential to the job description which may exclude a disabled person (such as the requirement for a driving licence for a job which is mainly office based).
- **Victimisation** – where someone is treated less favourably than other because he or she has taken action against the company under one of the relevant acts (Sex discrimination Act 1975, Race Relations Act 1076, Equal Pay Act 1970 or the Disables Persons (Employment) Acts 1944 and 1958).

All employees have a personal responsibility and duty to ensure the practical application of the policy and to promote a working environment consistent with a policy of equal opportunity for all employees. The company does recognise that specific responsibilities fall upon the directors and individuals involved in recruitment and personal management

Any employee who believes that the company has applied inequitable treatment to him or her within the scope of the policy should raise the matter through the appropriate grievance procedure. All complaints will be taken seriously and the company aims to ensure that all complaints are investigated promptly and with sensitivity and confidentiality.

Consistent application of the policy will assist in the creation of the right environment for success and it is for each employee to make his or her own contribution to ensure that the success is maintained.

The company sees no need to include specific mention of reference to race, sex or disabilities when advertising any position, feeling this should be axiomatic in modern day legal practices.

The company to judge its effectiveness will monitor this policy. If changes are required, the company will implement them.



Leigh Farmer

Managing Director

Reviewed January 2019