



## **Equal Opportunities and Diversity Policy Statement**

It is the policy of UK Access Solutions to give equal opportunity regardless of sex, sexual orientation, marital status, race, age, disability, religion or ethnic origin or in relation to any protected characteristic as defined by the Equality Act 2010. This applies to recruitment, training, pay, conditions of employment, allocation of work and promotion.

As an equal opportunity employer our key criterion for selection, promotion, training and reward is the ability to do the job to the required standard. For this reason we will not discriminate on any grounds unrelated to performance, regardless of whether these are prohibited by law.

To ensure that this policy is operating effectively (and for no other purpose) UK Access Solutions maintains records of employees and applicants racial origins, gender and disability.

On-going monitoring and regular analysis of such records provide the basis for an appropriate action to eliminate unlawful direct/indirect discrimination and promote equality of opportunity.

This policy applies not only to our staff but also to our relationships with our customers and suppliers.

It is your personal responsibility as an employee or sub-contractor operative to ensure that this policy is adhered to. Any questions or doubts about the application of the policy should be directed to your line Manager.

The Director responsible for Equal Opportunities is responsible for the effective implementation of the policy.

**Jim Cottrell**  
CEO

A handwritten signature in black ink, appearing to read 'Jim Cottrell', is written below the printed name and title.