



TIG Solutions Ltd

TIG House, Main Street, Dumbleton, WR11 7TH

Equal Opportunities Policy

S Barr (Director)



Contents:

1. Introduction
2. Policy Statement
3. Responsibilities
4. Claims of discrimination
5. Relevant Legislation



1. Introduction

TIG Solutions Ltd believes in and is committed to the principle of equality of opportunity. We recognise our responsibilities as an employer to encourage the fair treatment of all employees and job applicants and the benefits this brings to the organisation and its employees.

Whilst it is recognised that deep rooted misconceptions and prejudices are difficult to change, the policy will enable the organisation to follow through this commitment and go above and beyond the relevant employment legislation.

The policy applies to all managers, employees and prospective employees of the organisation and is fully supported and endorsed by both the management and the employees.

2. Policy Statement

We are committed to ensuring the fair and equal treatment of all employees and job applicants.

We aim to ensure:

No-one receives less favourable treatment on any grounds including age, sex, marital status, colour, race, political or religious belief, disability, sexual orientation;

There is no discrimination in employment and that decisions on recruitment, promotion, training and development, and terms and conditions are based solely on job related ability and merit;

All managers and employees accept their responsibilities for good equal opportunities practices and work together towards a positive approach and a culture of fairness and equal treatment for all.

We oppose all forms of discrimination, direct or indirect, and aim to eliminate discriminatory practice and promote measures to combat its effect.



3. Responsibilities

TIG Solutions Ltd as an employer will:

- Promote equal opportunities in all aspects of employment;
- Ensure that all managers and employees are trained in their responsibilities regarding equal opportunities;
- Fully investigate all complaints of discrimination;
- Monitor the effectiveness of the policy and identify practices that maybe discriminatory.

Employees must:

- Adhere to the TIG Solutions Ltd commitment to equality of opportunity in their work;
 - Work together towards a culture of fairness and equal treatment for all;
 - Not practice themselves or encourage others to practice discrimination;
 - Advise management if they suspect that discrimination is taking place;
 - Not victimise anyone who makes a complaint or aids a complainant
-

4. Claims of Discrimination

TIG Solutions Ltd will deal promptly and effectively with all allegations of discrimination in employment. All complaints of discrimination will be taken most seriously and disciplinary action may be taken against any participant.

5. Relevant Legislation

- Sex Discrimination Act (1975)
 - Race Relations Act (1976)
 - Disability Discrimination Act (1995)
 - Rehabilitation of Offenders Act (1974)
 - Equal Pay Act (1970)
-

Signed:

A handwritten signature in black ink, appearing to read "Steve Sam". The signature is written in a cursive, flowing style.

Position: Managing Director