

Equal Opportunities Policy

I.C.S. Electronics Limited recognises the importance of equality and is committed to providing equal opportunities for all persons without discrimination. Equality of opportunity has been an established quality of our employment practices and procedures which encourages an inclusive culture and values diversity.

Our policy ensures that no job applicant or employee is discriminated against on the grounds of race, colour, creed, nationality, ethnic or national origin, religious beliefs, political opinion or affiliation, age, sex, marital status, pregnancy or maternity, sexual orientation or disability.

To promote good practice, our organisation is:

- to ensure the policy is circulated to all employees, job applicants and recruitment agencies
- to remind private contractors of their responsibilities towards the equality of opportunity
- to ensure training is provided to current employees in the application of the policy
- to maintain a neutral working environment in which no persons feel under threat or intimidated
- to ensure staff are aware of the disciplinary procedures in regards to breaches of the policy
- to ensure that recruitment and promotion are made based on an individual's abilities and merit and within the overall framework and principles of this policy (further information regarding our recruitment and selection process is available on request)
- to maintain and review the employment records of each employee to monitor the development and improvement of this policy
- to support and encourage any changes in employee circumstances in relation to this policy

The policy is kept up to date and amended as required in accordance with the Equality Act 2010. This policy is reviewed and revised at regular intervals to assess its effectiveness in providing equal opportunities to all applicants and employees.



Kevin Page
Managing Director
Date – 15 May 2017