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## **Kemo Ltd Equality & Diversity Policy Statement**

It is the policy of Kemo Ltd to treat all job applicants and employees in the same way, regardless of their gender, sexual orientation, marital status, race, ethnic origin, disability or age. As a company we believe it is in our best interests, in a competitive industry, to utilise human resources to their fullest extent, to employ people with the most appropriate skills and abilities, and that the position should not be jeopardised by discriminatory action on any grounds. We also recognise that the company has legal and moral responsibility to ensure that discrimination on any of the grounds referred to as above, is not practised by any company employees or any organisation acting on behalf of the company.

### **Introduction**

We aim to be an equal opportunities employer and undertake to apply objective criteria to assess merit.

Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, pregnancy/maternity, gender reassignment, sexual orientation, married or civil partnership status, age, or being a part-time or fixed term worker. Our objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Our workforce and applicants for employment should not be disadvantaged by any policies or conditions of service which cannot be objectively justified as necessary for operational purposes.

We will not accept discrimination by association. Associative Discrimination occurs when an individual is discriminated against "on the grounds of association or perception" as listed above.

Management has the primary responsibility for successfully meeting these objectives by:

- not unlawfully discriminating in the course of employment against employees, job applicants, or anyone else within the working environment.
- not inducing or attempting to induce others to practise unlawful discrimination.
- bringing to the attention of employees that they will be subject to action under the Disciplinary Procedure for unlawful discrimination of any kind; and taking action if they become aware of any form of unlawful discrimination.

Employees contribute by:

Not unlawfully discriminating against fellow employees, customers, suppliers or members of the public with whom they come into contact during the course of your duties; not inducing or attempting to induce others to practise unlawful discrimination; and reporting any unlawful discriminatory action to the Managing Director.

All existing and future employees shall have equal rights to training, promotion and other aspects of career development. Age will not be used to justify a failure to promote or train any employee.

Neill Ovenden  
Managing Director  
January 2022