

EQUAL OPPORTUNITIES POLICY STATEMENT

Control Centre Solutions Ltd are committed to providing equal opportunities and to avoiding unlawful discrimination in employment, to our clients or stakeholders, and, encourage diversity amongst our workforce. This policy is intended to assist us in this commitment. Compliance with this policy should also ensure that employees do not commit unlawful acts of discrimination.

The purpose of the Equality Act 2010 is to simplify discrimination legislation and create a more consistent and effective framework, while at the same time extending discrimination protection. The Act defines direct discrimination as less favourable treatment because of a protected characteristic. The protected characteristics under the Equality Act 2010 are:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Control Centre Solutions Ltd strive to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect.

It is our policy not to discriminate against our workers on the basis of their gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability or age, or pregnancy.

Control Centre Solutions Ltd strive to work within legislative requirements as well as promoting best practice. We are particularly concerned that equality of opportunity is maintained in: recruitment and selection; promotion and training; terms of employment; facilities and services; grievance and disciplinary procedures; and in termination of employment.

Every employee is required to assist the Company to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination. All employees should be aware that whilst an employer can be held liable in law for acts of discrimination committed by employees, employees too can be held personally liable in law for acts of discrimination which they commit, authorise, contribute to, or condone in relation to other workers, clients and members of the public. Acts of discrimination, harassment, bullying or victimisation against workers, customers or clients are disciplinary offences and will be dealt with under the Company's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to immediate dismissal.

If any worker considers that they have been unlawfully discriminated against, they may use the Company's grievance procedure to make a complaint. Control Centre Solutions Ltd will take any complaint seriously and will seek to resolve any grievance which it upholds. The worker will not be penalised for raising a grievance, even if their grievance is not upheld, unless the complaint is both untrue or made in bad faith.

Reviews will be undertaken to ensure that the company's employment practices are consistent with the fulfilment and aims of this policy.

This policy is reviewed on a periodic basis or on significant change in the company's operations.

Copies of this statement of policy will be made available to all employees and to all other interested parties.

Signed:



Mr Scott Hughes, Director

Date: 17th April 2023