

GALOSTAR

Equality and Diversity Policy Statement

Our policy

The purpose of this policy statement is to provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the organization.

Our commitment:

Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy statement is fully supported by senior management.
- The policy statement will be monitored and reviewed annually.
- Galostar Ltd will implement this policy statement by issuing direction to all supervision, stating our commitment to an indiscriminant working environment.

The law

This policy statement will be implemented within the framework of the relevant legislation, which includes:

- The Equality Act 2010 (Amendment) Regulations 2012 Rehabilitation of Offenders Act 1974
- The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013
- The Sex Discrimination (Amendment of Legislation) Regulations 2008 Race Relations Act 1976

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- Disability Discrimination Act 2005
- The Protection from Harassment Act 1997
- The Race Relations Act 1976 (Amendment) Regulations 2008
- The Employment Equality (Sexual Orientation) (Religion or Belief) (Amendment) Regulations 2007
- Disability Discrimination Act 2005
- The Employment Equality (Age) Regulations 2006 (Amendment) Regulations 2008

Signed:

A Chapman

**Director
Galostar Limited**

Equality and Diversity Statement. EG Jan 2011
Review Feb 2012
Review Jan2013
Review Jan2014