

EQUAL OPPORTUNITIES POLICY

As an equal opportunities employer, T.F.Tull welcomes applications from suitably qualified persons, from all sections of the community. T.F.Tull is committed to achieving a working environment which provides equality of opportunity and freedom from discrimination on the grounds of race, nationality, religion, gender, class, family responsibilities, marital status, sexual orientation, age, disability or special needs.

The Directors believe in best practice in Equal Opportunities on the grounds of morality, good business practice and awareness that certain kinds of discrimination are unlawful.

Whenever require, T.F.Tull will endeavour to meet the requirements of the following legislations:

- The Sex Discrimination Act 1975 and Sex Discrimination (Gender Reassignment) Regulations 1999
- The Race Relations Act 1976 and Race Relations (Amendment Act) 2000
- The Disability discrimination Act 1995
- The Human Rights Act 1998
- The Equality Act 2010

The adoption of this policy is not only the concern of the Directors but also of every individual involved in recruitment, training and operations. Employees must adhere to the principles in this policy statement to ensure:

- They will comply with the legal requirements relating to the elimination of discriminatory practices
- They will be maximising the full potential of staff available to them
- They will comply not only with the law, but also the spirit of the law

Adopting these procedures will help not only to ensure that discrimination does not occur, but also will assist in providing evidence of good practice when resisting any claims of discrimination which may be made at an industrial tribunal.

This policy, and its practical application, is regularly reviewed by the Directors.



Peter O'Grady
Managing Director
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