

Equality & Diversity Policy Statement

March 2021 Edition

JC Metalworks Limited recognises, acknowledges and ensures all of its employees are aware and understand that it is illegal to discriminate on any of the following grounds: age, sexual orientation, gender reassignment, being married or in a civil partnership, having children or being pregnant, physical or mental impairment, race including colour, nationality, national or ethnic origin, religion, none religion or gender.

As a business we believe that equality and diversity are fundamental requirements for the achievements of excellence. The company promotes a culture which is fair and by leadership encourages each and every person to do the same.

To create and maintain this culture we will:

Recognise and respect individual differences, cultures, beliefs and customs.

Ensure that everyone is treated with dignity in the workplace.

Strengthen all our understandings of cultural and individual differences.

Promote inclusion both inside and outside of the business.

Employ and encourage practices that are fair and open.

Celebrate diversity and equality.

Tackle inequality or prejudice where identified in a prompt efficient and legal manner

Signed

A handwritten signature in black ink, appearing to read 'J Chauhan'.

Jason Chauhan
Managing Director