

Equal Opportunities & Anti-Discrimination Policy

Gooch Group Ltd is committed to a policy of equal opportunity and anti-discrimination.

Under this policy Gooch Group Ltd will not accept any form of discrimination in its business dealings. In particular Gooch Group Ltd will ensure that all clients and staff are treated fairly and are dealt with equal favourable treatment, irrespective of disability, age, gender, marital status, sexual orientation, race, ethnic origin and nationality, political or religious beliefs.

Procedure

Gooch Group Ltd is committed to promoting equal opportunities in all staff. Gooch Group Ltd will strive to meet its obligations under all relevant legislation, including:

- Equal Pay Act 1970 (EPA)
- Sex Discrimination Act 1975 (SDA)
- Disability Discrimination Act 1995 (DDA)
- Human Rights Act 1998
- Race Relations Act & Race Relations (Amendment) Act 2000
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Religion or Belief) Regulations 2003 (As Amended)
- The Employment Equality (Sex Discrimination) Regulations 2005
- The Employment Equality (Age) Regulations 2006

Code of Practice

- ***Gender / Marital Status***

Discrimination against a person's gender or marital status will not be tolerated.

Sexual harassment of any kind will not be tolerated.

- ***Racial Discrimination***

Racial discrimination or abuse will not be tolerated.

- ***Sexual Orientation***

Discrimination against a person's sexual orientation or sexual identity will not be tolerated.

- ***Political Allegiance***

Discrimination against a person's political allegiance will not be tolerated.

- ***Religious Belief***

Discrimination against a person's religious belief will not be tolerated.

- ***People with Disabilities***

Discrimination against people with disabilities will not be tolerated.

Gooch Group Ltd / Cleaning Products UK, Unit 39 & 40 Lansdown Ind Est, Cheltenham, GL51 8PI

Tel: 01242 528 564 | Fax: 01242 520 040 | Email: sales@goochgroup.co.uk

Website: www.goochgroup.co.uk

- ***Training and Development***

Training and development is a key part at Gooch Group Ltd. We specify the training provided to meet each individuals needs.

- ***Harassment***

Harassment by staff of any kind will not be tolerated and will be considered a disciplinary offence.

Harassment involves:

- Derogatory or discriminatory remarks
- Unwanted physical contact
- Demands for favours
- Physical assault
- Sexual harassment towards either sex
- All other points in this Equal Opportunities & Anti-Discrimination Policy

Condition of Service

It is a condition of service that all staff adhere to Gooch Group Ltd's 'Equal Opportunities & Anti-Discrimination Policy'. Failure to do so will lead to disciplinary action being taken.