



EQUALITY & DIVERSITY POLICY

Lorclon is an equal opportunities employer. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the basis of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trade union activity or age.

We believe in equality, diversity and inclusion as both a good and ethical business value. We want to act internally (with our employees and suppliers) and externally (with clients and the communities in which we work) to further these values.

All employees will be given equality of opportunity within the company and will be encouraged to progress within the organisation. To ensure that no direct or indirect discrimination is occurring, recruitment and other employment decisions will be regularly monitored in conjunction with ethnicity, gender, disability, records of job applicants and existing employees. The company is committed to make this policy fully effective.

Lorclon will put this policy into practice by:

- Ensuring the recruitment, selection, training, promotion, discipline and dismissal of staff is on the basis of merit and ability of the employee.
- Ensure that no employee is subject to victimisation, discrimination and harassment and making it clear that these are disciplinary offences.
- Endeavouring to ensure the workplace is accessible and managed to suit the needs of all staff, employees and sub-contractors, as far as is reasonably possible.
- Ensuring that all employees know and understand the policy.

The Managing Director has overall responsibility for equal opportunities and will ensure that the policy is properly implemented, monitored and periodically reviewed, in accordance with the relevant statutory provisions.

Our activities are primarily focused on under-represented and protected sections of the community (as defined by GLA Equality and Diversity Policy Statement 2005), but can affect other individuals and groups that face barriers to opportunity.

Our activities will be made explicit in our Equality, Diversity and Inclusion Plan. Our actions will be documented. This policy will be reviewed annually.

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Signed: Date:

Managing Director
Lorclon Ltd.