



Environmental Management Services

Diversity and Equality Policy

The purpose of this policy 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 utilised to maximise the efficiency of the organisation.

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 is fully supported by all staff and including the management and the managing director.*
- *The policy will be monitored and reviewed annually.*
- *The policy is implemented by making all employees aware of our policy and ensuring they abide by it. On the policy's enactment all employees were given a copy and a copy is clearly presented in our foyer.*
- *If any employee feels that they or any other member of staff has been treated in a way which breaches this policy complaints should be made to a member of the management team.*

The law

This policy will be implemented within the framework of the Equalities Act (2010)

Signed

Ian McDonald – Managing Director

Date: **03/2026**

Next Review Date: **03/2027**

GEO Pollution Technologies (UK) Ltd