

Equality and Diversity Policy

Aims

Synergy Lifting Limited believes that fully embracing the Equality and Diversity agenda is critical to the success of our company. This policy aims to ensure that we meet the varied and individual needs of our staff and clients regardless of their age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

We will take appropriate steps to tackle any form of discrimination and provide equality of employment and services, respect diversity and help build cohesive and sustainable sectors.

- We will comply with all equality and diversity legislation.
- Diversity – We view the diversity of our staff and clients as a great asset.
- Equality – We believe in the equitable treatment of all.

Service Provision

We will provide appropriate, accessible, effective and efficient services and facilities to our employees in all sections of the sectors in which we operate without prejudice or bias.

We will ensure our customer involvement structures, staff and senior management reflect the mix of our diverse sectors. We will also encourage people with additional support needs and marginalised groups to get involved and take part in shaping our services.

Employment

We are committed to ensuring that all staff and potential applicants are treated fairly and without unlawful discrimination. Our staff bring a wide variety of skills and knowledge to the company. We recognise that having a diverse workforce that reflects the sectors within which we operate will help us achieve our vision and objectives.

As an employer Synergy Lifting Ltd will ensure that all staff treat each other and our customers with dignity and respect. We want staff to feel confident enough to bring complaints without fearing prejudice or reprisals.

We are committed to supporting and encouraging staff to reach their full potential

Working in Partnership

We need to have strong partnerships with external companies, agencies and other organisations to ensure a cohesive approach to providing services within the sectors we operate in.

We will take account of equality and diversity issues in the way that we procure goods and services. We require that all services delivered on our behalf by contractors and consultants will reflect our commitment to equality and diversity.

Responsibility for Implementing the Policy

It is the responsibility of the Directors and Management Team to set an example and lead in respect of equality and diversity. Recruitment to Boards will take into account the need to reflect the diversity of the sectors we work in.

In order to fully implement the policy all staff need to be aware of their responsibility to integrate equality and diversity in their day-to-day activities. Staff must be aware of and be responsible for equality and diversity in their behaviour with colleagues and customers. Staff must identify equality objectives through the appraisal process, projects, plans and initiatives, and implement these objectives in their day-to-day work.

Dealing with Discrimination

Synergy Lifting Limited is committed to creating and sustaining a positive and mutually supportive working environment for our staff and clients, where individuals are equally valued and respected. Bullying, harassment or victimisation of any individual will not be tolerated and any allegations will be taken seriously and dealt with appropriately.

Stephen Gaylor

A handwritten signature in black ink, appearing to read "S. Gaylor", written in a cursive style.

Managing Director
SYNERGY LIFTING LTD

Date: 09/10/2016