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Introduction

Optima Site Solutions Ltd is committed to creating and sustaining a positive and supportive working environment for our staff, where staff are equally valued and respected. As a provider of employment, we value the diversity of our staff. We are committed to providing a fair, equitable and mutually supportive working environment for our staff, and this is reflected in the core values of the company as set out in our Vision and Strategy:

Diversity - We view the diversity of our staff as a great asset.

Equity - We believe in the equitable treatment of all.

Commitment to equality and diversity

Optima Site Solutions Ltd believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff that enables them to achieve their full potential, to contribute fully.

To this end, the company acknowledges the following basic rights for all employee's:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, processes, tasks and duties
- to receive encouragement to reach their full potential

These rights carry with them responsibilities and Optima Site Solutions Ltd requires all employees of the company to recognise these rights and to act in accordance with them in all business dealings. In addition, the company will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Responsibility

Antony Weir has overall responsibility for ensuring that the Optima Site Solutions Ltd complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

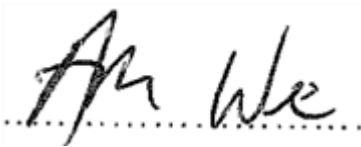
Optima Site Solutions Ltd recognises that all of its staff and have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

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Dealing with discrimination

Optima Site Solutions Ltd is committed to creating and sustaining a positive and mutually supportive working environment for our staff, 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.

Signed



Antony Weir, Director

Date 16-MAR-22