

**UNIFORM EXPRESS
DIVERSITY & EQUALITY POLICY**

Policy Title – Diversity & Equality Policy
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Amended by – Karen Dodd – Financial Controller
Reason for Amendment – Additional Information
Authorised by – Anthony Beavis – Joint MD
Signature - 

Introduction

We are dedicated to encouraging a culture that enthusiastically values difference. We recognise that people from different backgrounds and experiences can bring valuable insights to Uniform Express and enhance the way we work. We aim to develop a diverse working environment where we treat all employees as individuals, fairly and in a consistent way.

1. Purpose

This policy provides Uniform Express’s approach to diversity and equality in the organisation. Uniform Express intentions are to committed to providing equal opportunities for individuals through recruitment to employment eliminating discrimination.

We are dedicated in encouraging and embedding a culture that values difference and understands that people from different backgrounds and beliefs can develop our business.

2. Uniform Express’s commitment

In correspondence to The Equality Act 2010, Uniform Express is committed to providing every employee with working environment that endorses dignity, equality and respect. Uniform Express will not allow any unlawful treatment or discrimination under protected characteristics which covers:

- sex;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (including ethnic origin, colour, nationality and national origin)
- Sexual Orientation

- Disability
- religion and or belief
- age.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have experienced discrimination because of any of the above protected characteristics, you should consider the attempt of informal resolution by discussion in the first instance with your line manager.

Claims regarding potential breaches of this policy will be preserved in confidence and investigated in accordance with the appropriate procedure. If a employee is found to have breached this policy may be subject to disciplinary action under Uniform Express's disciplinary policy.

We want to all our employees to develop on their journey at Uniform Express. We aim to make opportunities for training, development and progress available to all staff and inspire them to develop their full potential, so their skills can be fully utilised to increase the efficiency of the business.

3. Individual Responsibility

All employees who start their role at Uniform Express are made aware of their individual equality and diversity reponsibilites. A copy of this policy is provided to them at their induction.

Employees must comply with this policy and must treat all colleagues and customers with respect and dignity. If an employee believes that any aspect of this policy is being breached within Uniform Express, it must be reported to senior management.