

Motofix Group Equal Opportunities Policy

Aim

The Company aims to be an equal opportunity employer and seeks to satisfy the objectives and intentions of relevant legislation and codes of practice pertaining to equal opportunities in employment.

Principles

The Company operates an Equal Opportunities Policy and opposes all forms of discrimination. There should be no discrimination against employees, applicants for employment, temporary staff, trainees, persons providing a service to the Company or seconded to the Company, on grounds of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Unlawful Discrimination

Discrimination, either direct or indirect, on any of the aforementioned grounds will be deemed unlawful and any employee responsible for such discrimination will be liable to disciplinary action, which could lead to dismissal.

The victimisation of employees who complain of discrimination or are involved in a complaint of discrimination is unlawful and any employee responsible for such discrimination will be liable to disciplinary action, which could lead to dismissal.

Responsibility for the Policy

All Managers have a responsibility to ensure that employment practices are carried out on the basis of fair treatment for all, and that no employee is subject to unlawful discrimination.

The Managing Director has overall responsibility for overseeing the Equal Opportunities policy in the Company.

Duty of Employees

It is the duty of every employee to respect and act in accordance with the Equal Opportunities Policy.

Complaints of Discrimination

The Company recognises that it has a legal duty to respond to complaints of discrimination, and any such complaints will be dealt with fairly and investigated quickly and thoroughly. No employee will be subject to any detriment following his or her complaint.

Complaints of discrimination will be dealt with in the grievance procedure. During the investigation and in particular, interviewing of employees, employees shall have a right to representation.

Discrimination, bullying and in particular harassment will be treated as a disciplinary offence.

Monitoring of the Policy

The Company accepts the recommendations of both the Equal Opportunities Commission and the Commission for Racial Equality that for the effective operation of equal opportunities policies, a system of monitoring and review needs to be established.

In particular, the outcome of the recruitment, selection and promotion procedures should be kept under review. It is therefore agreed that such a system will be developed.

Information to Employees

All employees will be made aware of the Equal Opportunities Policy and be given access to it on demand.

Changes to this Policy

This Cookie Policy is subject to change and we advise you to check every so often. Where possible we will contact you directly to inform you of any changes.

Revision History

First Issued on 18/08/2017
Reissued 02/09/2021
Reissued 09/11/2021