

Equality and Diversity Policy

In order to continue to employ the best people and promote diversity in the workplace, we grow intelligently to create opportunity. In addition to providing benefits and remuneration packages that rival the top of the industry, we make key decisions to expand and grow into new sectors, services and regions in order to offer the greatest opportunity to our employees.

The policy applies to direct employees, and all job applicants regarding recruitment, that existing members of staff, job applicants, or workers are treated fairly in an environment which is free from any form of discrimination

With regard to nine of the protected characteristics as outlined by the Equality Act 2010 which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (includes colour, nationality and ethnic origins), religion and or belief, sex, sexual orientation.

In addition, existing members of staff, job applicants, or workers are treated fairly in an environment which is free from any form of discrimination with regard to: caring responsibilities, part-time employment, membership or non-membership of a trade union or spent convictions, except those excluded by the SIA.

All employment-related policies, practices and procedures are applied impartially and objectively, equality of opportunity is afforded to all and Adsec provide staff with the opportunity to develop and realise their full potential. Adsec works towards achieving a diverse workforce at all levels, to ensure that employees of Adsec can work in an atmosphere of dignity and respect.

The Equality and Diversity policy provides a clear framework for translating our policy into action. It outlines the responsibilities of the Directors, managers and individuals to comply with the Equality Act 2010 and is strongly committed to its full and active implementation.

Adsec is committed to ensuring its staff and managers are trained in equality and diversity and aims to ensure that adequate training is provided so that managers are able to operate this policy. Examples include specific training on race, gender, gender identity, disability, sexuality, age and religion or belief, in accordance with the requirements of the law and good practice.

Diversity and equality forms an integral part of The Adsec's induction package. Managers are to ensure that all new entrants are made aware of our Equality and Diversity Policy, and Harassment, Bullying and Discrimination policy.