



EQUALITY & DIVERSITY POLICY STATEMENT

This is the Equality & Diversity Policy Statement of :

ROSSI (SOUTHEND ON SEA) LTD

Our statement of general policy is:

To provide diversity and equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense;
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings;
- This policy is fully supported by senior management and has been agreed with trade unions and employee representatives (where applicable);
- The policy will be monitored and reviewed annually;
- Implementation (include brief details of what will happen, how the policy will be monitored and reviewed over time);