

Equal Opportunites Policy

BACA Workwear & Safety is an equal opportunity employer and is committed to a policy of treating all its employees and job applicants equally. The Company will avoid unlawful discrimination in all aspects of employment including recruitment and selection, promotion, transfer, opportunities for training, pay and benefits, other terms of employment, discipline, selection for redundancy and dismissal.

It is the policy of the Company to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex and/or sexual orientation. In this policy, these are known as the 'protected characteristics'. The Company will appoint, train, develop and promote on the basis of merit and ability alone.

Employees have a duty to co-operate with the Company to ensure that this policy is effective to ensure equal opportunities and to prevent discrimination. Action under the Company's disciplinary procedure will be taken against any employee who is found to have committed an act of improper or unlawful discrimination.

Employees should draw the attention of their line manager to suspected discriminatory acts or practices. Employees should support colleagues who suffer such treatment and are making a complaint.

Signed on behalf of BACA Workwear & Safety Ltd:

Position:

A. Calder

Date: 02/01/2024

02/01/2024

BQP v.1

Registered Office:

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Registered in England & Wales Number: 07035020