



# EQUAL OPPORTUNITIES POLICY STATEMENT

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This Equal Opportunities Policy Statement is designed to implement the commitment of B Price Limited to Equal Opportunities. It is the responsibility of every employee to ensure his or her own conduct conforms to the expected standards and reflects these Policy Statements.

The aim of the policies is to encourage harmony and respect amongst individuals so as to promote good working practices with a view to maximising the performance and the return to the B Price Limited and our employees.

If Equal Opportunities are not applied then valuable talent and potential are wasted. Moreover when unfair discrimination, harassment, bullying or victimisation takes place they bring about a climate of fear, insecurity and poor work performance. As well as being unlawful it affects profitability and morale. It is therefore vital that every employee understands his or her responsibilities. Equal Opportunities is taken very seriously by B Price Limited and wilful failure to apply the policies or evidence of discrimination, harassment, bullying or victimisation will result in disciplinary action which may include dismissal.

## THE EQUAL OPPORTUNITIES POLICY STATEMENT

1. B Price Limited seeks to employ a workforce that reflects the diverse community at large because we value the individual contribution of all people irrespective of sex, pregnancy or maternity leave, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.
2. All employees will be treated with dignity and respect. We the employer will utilise our best endeavours to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, pregnancy or maternity leave, age, marital status, civil partnership, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.
3. B Price Limited recognises its legal obligations including those under the Race Relations Act, the Sex Discrimination Act, the Civil Partnership Act, the Equal Pay Act, the Disability Discrimination Act, the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations, the Employment Equality (Sexual Orientation) Regulations, the Employment Equality (Religion or Belief) Regulations and the Employment Equality (Age) Regulations.



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4. We undertake to review periodically our selection criteria and procedures to maintain a system where all individuals are selected, promoted and treated solely on the basis of their merits and abilities.
5. As an employer we will not tolerate acts which breach this policy and all instances of such behaviour or alleged behaviour will be taken seriously, fully investigated and may be subject to the disciplinary procedures of the company. B Price Limited further seeks to give all employees equal opportunity and encouragement to progress within the organisation by implementing a positive action plan.
6. If an existing employee becomes disabled we will make every effort to retain him or her within the workforce whenever reasonable and practicable.
7. Whenever reasonably practicable to do so B Price Limited will install in existing premises facilities for people with disabilities. Whenever we invest capital in new or refurbished premises every practicable effort will be made to provide for the needs of staff and customers with disabilities.
8. B Price Limited undertakes to distribute and publicise this policy statement to all employees and elsewhere as from time to time appropriate.
9. Any employee who believes that they may have been subjected to treatment which breaches this policy may raise the matter through the grievance procedure of their immediate line manager or a Director.

Signed:

Mark Price, Managing Director

Date:

29 / 11 / 2019



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