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Our Equal Opportunities Policy Statement

The Company is committed to *Our Equal Opportunities Policy Statement* of J. E. Churchill (Plant) Limited trading as Bell Waste Control as presented below.

The Company recognises that discrimination in the workplace, in any form, is unacceptable and in most cases, is also unlawful. We have therefore adopted an *Equal Opportunities Policy*, to ensure that all job applicants and employees are treated fairly and without favour or prejudice. We are committed to applying this Policy throughout all areas of employment; recruitment and selection, training, development and promotion. In all situations, people will be judged solely on merit or ability. The following sets down the key points of the Policy, any breach of the Policy will lead to disciplinary action, which may include dismissal.

Each and every employee has a duty to observe and apply the Policy at all times.

The Policy will be implemented in accordance with the requirements of; the Rehabilitation of Offenders Act, the Sex Discrimination Acts, the Race Relations Act, the Disability Discrimination Act, the Employment Equality (Religion or Belief) Regulations 2003, the Employment Equality (Sexual Orientation) Regulations 2003, the Employment Equality (Age) Regulations 2006 and their various amendments.

To ensure that we reach the widest cross section of the community, all vacancies will be advertised through the job centre, or independent media, as well as being advertised internally.



We will ensure that no job applicant or employee receives less favourable treatment on the grounds of; race, colour, nationality, ethnic, or national origin, sex, marital status, sexual orientation, disability, political opinion/affiliation, age or religion.

Interview questions will be related to the requirements of the job and we will not seek irrelevant qualifications. Applicants will be short listed/selected solely of the basis of capability.

Each and every employee has an obligation to make a positive contribution towards engendering an environment, of equal opportunity, throughout the business.

The Grievance Procedure is available to any employee who believes that they have been discriminated against, and the Company would urge those individuals to pursue their rights, through this channel.

J. J. Churchill



Managing Director

Dated: 15th July 2009

