



## EQUAL OPPORTUNITIES POLICY STATEMENT

The Triton Group of companies fully supports the principle of equal opportunities and we are committed to satisfying these principles in all our activities and in all our training programmes. We oppose all unlawful or unfair discrimination on the grounds of colour, ethnic origin, gender, age, nationality, disability, religion, sexual orientation, marital status and social background. Triton strives to ensure that equality of opportunity is promoted, and unlawful or unfair discrimination, whether direct or indirect, is eliminated in its own employment practices, in access to its training programmes and in daily activities.

As an employer, Triton ensures that decisions on recruitment, selection, training and promotion are based solely on objective and job-related criteria.

The Company reviews all its practices against the requirements of the following

- The Sex Discrimination Acts 1975 and 1986
- The Race Relations Act 1976 (and Amendment Act 2000)
- The Rehabilitation of Offenders Act 1974
- The Disability Discrimination Act 1995
- Special Educational Needs and Disabilities Act 2001
- Employment Equality (Age) Regulations 2006

The Company's grievance procedure is in accordance with ACAS guidelines and can be implemented by employees who feel that they have been discriminated against in selection, promotion, training or conditions of service by lodging a complaint with the Senior Management. Any indication of harassment or infringement of the equal opportunities policy is reviewed by the Company Directors, as a matter of urgency.

A handwritten signature in black ink, appearing to be "D M Jones", written in a cursive style.

D M Jones  
Director

Date: 1 January 2006

## **Equal Opportunities Employer**

### **Aims and obligations**

The three principal aims of the Equal Opportunities Policy are a requirement that:

1. No employee or job applicant, volunteer, trainee or board member / trustee shall be subject to unlawful discrimination on the grounds of ethnicity, gender, age or disability nor disadvantaged by conditions or requirements which cannot be justified and are not job related.
2. All services shall be provided according to the principles and practice of Equal Opportunities.
3. All contractors supplying goods or services or carrying out work for or on behalf of the organisation shall comply with the policy.

### **The rights and responsibilities of the employee, volunteer trainee and board members / trustees**

1. As a valued member of the organisation, you have the right:
  - a) not to be discriminated against in the arrangements made for employment, promotion or training;
  - b) not to be subjected to unwarranted acts of sexual or racial harassment or bullying;
  - c) not to be victimised because you have at any time complained of unlawful discrimination or given evidence on an alleged case of unlawful discrimination at a tribunal against [name of organisation] or other colleague(s).
2. You have a responsibility not to commit any of the acts listed under 1) above, and to operate and promote the project's Equal Opportunities policy and practices within your work.

**I understand this statement and agree to respect and abide by its principles.**

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_