

EQUAL OPPORTUNITIES POLICY STATEMENT

Statement of General Policy

Western Blueprint Limited is committed to the idea of equal opportunities for all. Our policy is to make sure that no customer, or person involved or associated with the company, receives less favourable treatment on the grounds of:

- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Sexual orientation
- Age

Western Blueprint Limited is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. No action shall be taken against them by any person connected with the company which would devalue their contribution to society and to this organisation, or lead to a loss of their own self-respect, or respect for them from others. Responsibility for making sure that Western Blueprint Limited fulfils its obligations under this Policy rests with the Directors.

All individuals within this organisation are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with Western Blueprint Limited are encouraged to hold the same responsibility and commitment.

We will make sure that all our staff and sub-contractors are aware of our Equal Opportunities Policy, and where applicable will make them aware of their responsibilities.

All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the grounds named above. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

The working of the Equal Opportunities Policy will be monitored by the Directors on an annual basis, or sooner if necessary.

It is important that employees should feel able to raise concerns without fear and in the knowledge that their complaint will be taken seriously. All complaints will receive prompt attention and will be properly investigated. We will seek to resolve them as quickly as possible. Sometimes it may be possible for an employee affected by the behaviour of another simply to ask the harasser to stop, or make it clear that the behaviour is unwelcome. If this is appropriate then the employee should do this. However, such an approach may not be appropriate and employees should feel able to raise matters at any time with their line manager.

The Directors and supervisory staff have the responsibility for implementing this statement throughout the Company and will ensure that health and safety considerations are always given priority in planning and day-to-day supervision of work.

All employees and sub-contractors are expected to co-operate with the Company in carrying out the Policy and must ensure that their own work, so far as is reasonably practicable, is carried out without risk to themselves or others.



Richard Russell
Director



Thomas Lowe
Director

Date: 12 August 2024

Date to be reviewed: by August 2025