

# EQUALITY AND DIVERSITY POLICY

## THE CASEY GROUP LTD AND ITS SUBSIDIARIES

### Equality & Diversity Policy

#### Policy Statement

**The concept of Equal Opportunities promotes the fair treatment of all people. Equality and Diversity takes this concept further. It is about promoting equality by valuing everyone as individuals and respecting their differences.**

**These differences may be obvious and easily visible such as race, disability or age. However, they may also be not so obvious and visible like culture, religion or sexual orientation. Therefore it is essential that we treat everyone with respect and dignity.**

**We are committed to observing the Equality and Human Rights Commissions Codes of Practice for:**

**Employment, Equal Pay; and Services, Public Functions and Associations.**

**We will comply with the following Acts and their subsequent amendments and associated legislation and Codes of Practice: The Human Rights Act 1988, The Equality Act 2010.**

**In addition to fulfilling our statutory responsibility to promote equality of opportunity in all our activities we are committed to developing an organisational culture which values everyone and the contribution each individual can make to our work.**

**The Casey Group of Companies is committed to promoting Equality and Diversity in the workplace.**

**Managing Director:**

Mr. C P Casey

# EQUALITY AND DIVERSITY AIMS AND OBJECTIVES

## AIMS

The Company aims to provide:

- Equality for all.
- A work place where people are treated with dignity and respect.
- Active opposition to all forms of prejudice, discrimination and harassment whether on the grounds of gender, race, ethnic or national origin, sexuality, physical ability or mental health.

## OBJECTIVES

- I.1 To develop positive policies and procedures to promote and monitor equality and diversity in employment opportunities and to prevent and deal effectively with discrimination and harassment.
- I.2 To foster an atmosphere of mutual respect, which recognises and accepts differences between people.
- I.3 Understand how valuing diversity can improve our ability to deliver better services.
- I.4 To ensure that no employee or any person connected to the work of the employer, including contractors, clients, customers and visitors experiences unlawful discrimination.
- I.5 To ensure that no employee or job applicant receives less favourable treatment on the grounds of a characteristic protected under equality legislation.
- I.6 To ensure that no employee or job applicant is placed at a disadvantage by requirements or conditions which have a disproportionate adverse effect on them on the grounds of a characteristic protected under equality legislation.
- I.7 To establish a programme of action to make this policy fully effective.
- I.8 To promote these objectives within the communities in which we operate and with organisations and individuals with whom we come into contact.