



## **Equal Opportunities Policy**

### Statement

In accordance with all relevant legislation relating to equality and discrimination, PNR is committed to ensuring that all our staff, applicants, clients and any other persons with whom we deal are treated fairly, equally and are never subject to discrimination on the grounds of their race, colour, age, religion or belief, ethnic or national origin, sex, sexual orientation, marital status, or disability.

This policy applies to individual behaviour of employees, dealings with clients and suppliers, recruitment and selection, staff appraisal, training and development, promotion, pay and all other aspects of employment.

Our aim is to ensure that all staff and candidates are always treated solely on the basis of their capabilities, experience and individual merits with regards to employment opportunities. PNR will undertake to regularly review procedures relating to recruitment and selection to ensure that this is always the case.

It is the responsibility of all staff members to follow the principles of this policy and always treat others with respect and dignity. Any act of discrimination by a PNR employee will be treated extremely seriously and result in disciplinary action.

PNR recognises the vital role, which effective implementation of this policy will play in the positive development of the business and in our future success.

It is our aim to create a positive working environment, free from any discrimination either direct or indirect where employees feel able to reach their full potential.