



EQUAL OPPORTUNITIES POLICY

FRGW recognise that everyone has a contribution to make to society and a right to equal opportunities.

No employee, job applicant, organisation or individual associated with FRGW Ltd will be discriminated against on the grounds of:

- Gender including sex, marriage, gender re-assignment
- Race including ethnic origin, colour, nationality, and national origin
- Disability
- Sex orientation
- Religion or belief
- Age
- Pregnancy or maternity

FRGW aim to promote equal opportunities and eliminate all forms of discrimination and harassment through the following:

- All employees and stakeholders will be treated fairly and with respect
- All vacancies will be advertised both internally and externally at the same time and will include a statement on equal opportunities
- Selection for employment, promotions, training, and other benefits will be on the basis of aptitude and ability
- All employees and stakeholders will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the proficiency of the organisation.

FRGW commitment:

- To create a harmonious environment in which diversity is valued, all individuals are treated with respect and the contributions they make are recognised.
- To ensure any form of intimidation, bullying, harassment, discrimination, or victimisation is not tolerated.
- Provide training, development, and progression opportunities for all employees.
- Provide equality training and guidance as appropriate.
- Those that are involved in assessing candidates for recruitment or promotion are trained in non-discriminatory selection techniques.
- Obtain commitments from other organisations, such as agencies or subcontractors that they agree to and will comply with the policy.

Contraventions of our equality policy will be regarded as misconduct and will lead to disciplinary actions, which may include termination of employment.

All Directors, employees and stakeholders have a legal and moral obligation to not discriminate and all incidents should be reported to the HR Department where it will be dealt with confidentially.

Fabian Reed

Managing Director