

## Equal Opportunities Policy Statement

Lawrence Recycling & Waste Management aims to be an Equal Opportunities Employer and recognises that discrimination is unacceptable in employment. It is the policy of the Company to provide equality of opportunity in all areas of recruitment, employment, training and promotion irrespective of disability. There is a commitment to the creation of a working environment, terms and conditions of service and employment practices and procedures free from harassment, victimisation, and discrimination and bullying.

By applying this Policy, we will try to appoint, develop and retain the people we need to meet our business objectives.

### Putting the Policy into practice:

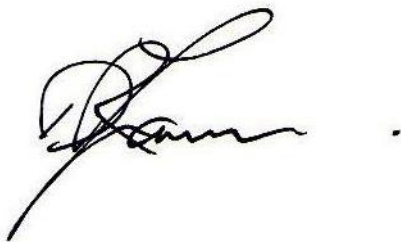
- Individuals are judged on their own ability and we do not make judgements on the grounds of age, gender, marital status, colour, language, disability, political or other opinion national or social origin, religious or sexual orientation.
- All employees are encouraged to develop their potential and to use their skills and abilities to their fullest extent.
- We base our recruitment criteria on ability and review this periodically to ensure that we are not excluding disabled applicants by including unnecessary requirements.

### What we ask of you:

- An understanding of, and willingness to comply with the Company's policy.
- Ensure that your own behaviour and language do not cause misunderstanding or offence.
- Inform your Manager or the Directorate if you experience **any** form of discrimination, bullying or harassment so that you can receive impartial and confidential advice and support.
- A willingness to stand up against harassment.
- If you have a disability for the purposes of the Disability Discrimination Act please notify the Director so that reasonable adjustments can be considered.

The Company does not and will not tolerate any discrimination and anyone found to be acting in such a way will face disciplinary action that could include dismissal. Everyone has a duty to report any such behaviour to any member of Management. We actively promote non-discriminatory behaviour and do not tolerate any behaviour contrary to discrimination legislation.

Any employee who believes that he or she has not been treated in accordance with this Policy should raise the matter formally through the Grievance Procedure.



**David Lawrence**  
Managing Director

EO Policy Vs02 (Jan 11)