



## **Sims Group UK Limited & UK Subsidiaries**

### **Equality and Diversity Policy**

#### **Purpose**

There is much legislation surrounding the area of diversity and whilst this provides a minimum standard for this policy, it is the Company's intention to move beyond simple legal compliance where appropriate.

This policy exists to enable a working environment in which everyone feels valued and respected in everything that they do. Innovative thinking and different ideas are critical to success and the company's ability to develop new ways of adding value for our customers will be greatly enhanced by the diversity of experiences and perspectives amongst the company's colleagues.

The company's ability to attract and retain the highest calibre of colleagues from the widest community is essential in sustaining our leadership in the market place.

#### **Who is this policy for?**

This policy applies to all applicants and employees, irrespective of grade or division.

#### **Accountabilities**

We expect all employees to be responsible for upholding the company's commitment to diversity and fair treatment through their behaviour. All colleagues are expected to promote the principles and values of Diversity and Fair Treatment in all aspects of their work with the company.

#### **Our policy**

The aim is that all employees are able to work in an environment that is free from unlawful discrimination or harassment or violence. The principles of

fairness and objectivity will be integrated into all of the ways in which we manage our employees.

The company will not accept or ignore employment decisions, practices or requirements that are influenced or affected by an applicant's or employee's age, race, colour, national or ethnic origin or community background, gender, sexual orientation, family status, religion or belief, disability, real or suspected living with HIV/AIDS, differing working patterns, political affiliation, ex-offender status or membership/non-membership of a Trade Union.

Training is undertaken to ensure both that employees understand this policy and that their behaviour is appropriate and in line with the company's commitment.

The equal pay of men and women will be monitored and action taken where necessary and appropriate to ensure parity.

The company is an equal opportunities employer in practice, which is why we monitor its recruitment procedure by using an Equal Opportunities Monitoring Form.

The company will endeavour to make it possible for employees to achieve a balance between their work and home commitments.

Any breaches of this policy will be treated seriously and may be dealt with under our disciplinary policy.