



## **Amber Management and Engineering Services Limited** **Equal Opportunities Policy**

### **Introduction**

Amber Management aims to be an equal opportunity employer. Our policies and procedures are arranged to ensure that no employee or applicant is given any less favourable terms or treatment than another on the grounds of their gender, race, ethnic or national origin, sexual orientation, disability, religion or belief, age or marital status.

Our aim is to ensure that persons are selected, promoted and otherwise treated in a consistent manner that is solely on the basis of the relevant qualifications and personal skill sets necessary to carry out the duties of the position for which they are employed.

### **Commitment to Equal Opportunities**

Amber Management aims to ensure that all employees enjoy a work place which is free from harassment, bullying, victimisation and all forms of offensive behaviour arising from discriminatory behaviour. All complaints of harassment and similar behaviour will be investigated and if appropriate disciplinary action will be taken.

### **Recruitment and Selection**

No applicant or employee will be favoured more than another on the grounds stated above.

Wherever possible, more than one person is involved in the interview and recruitment process, and applicants will be considered on their merits and fully comparable qualifications will be considered on an equal level to UK qualifications.

### **Conditions of Employment**

Amber Management intends to ensure that no persons will receive more favourable treatment or disadvantaged by any conditions of employment including pay and benefits, or requirements of the Company that cannot be justified for the reason of job execution.

### **Employee Responsibilities**

In order for the Amber's Equal Opportunities Policy to be effective, everyone needs to be aware that they have a part to play in ensuring they do not behave in a manner that could offend.