

EQUALITY POLICY

GGR Group Limited (the "Company") recognises it has moral responsibilities as well as legal obligations under the Equality Act 2010, Rehabilitation of Offenders Act 1974, Disability Discrimination Act 2005 (with regard to the Disability Equality Duty).

The Company aims to provide an environment that is comfortable and welcoming, and which values and affirms the positive contributions of all its employees. As such the Company is committed to the principle of equality in recruitment, employment and development regardless of a person's "protected characteristics" (not withstanding justifiable exclusions under Part 5 of the Equality Act 2010).

The Company make it a condition of service that employees adhere to this policy and that any breach of it is dealt with under the staff disciplinary procedures.

The Company seeks to identify and to eradicate any practices which promote racism, sexism, xenophobia or homophobia, or which discriminate against people with disabilities or on account of their age, sexual orientation, prior or chosen gender or those from particular socio-economic backgrounds.


To this end the Company ensures that this policy statement is distributed to all employees and displayed prominently within the Company premises. Adequate training is provided to all employees so that they are aware that equality underpins all aspects of employment. A Director of the Company has been nominated to act as the contact point for those who have been subjected to some form of discrimination, e.g. sexual/racial harassment.

The Company ensures equality of access to employment by monitoring the recruitment, selection and appraisal process for all employees, commits itself to the regular review and monitoring of all company policies and procedures to ensure that they still meet the requirements of this statement.

The Company make every reasonable effort to ensure that traders, contractors, institutions, organisations or individuals who interact with the Company are aware of the policy. Discovery by the Company of any inequitable policy or practice within this group may result in the Company breaking links and ceasing to do business with them.

This policy must be communicated to all employees and sub-contractors and will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy. This policy is available to the public and all other interested parties on request.

GD Riley
Chief Executive Officer



Date 19 October 2021