



Equal Opportunities Policy

Rev: 02
Date: Jan 2017
Review Date: Jan 2018

Company policy

The company will apply this policy to all employees, agency workers and subcontractors to Power System Services. The success of an Equal Opportunities Policy will require the commitment of all personnel involved with the company

Policy Statement

It is our belief that the success of Power System Services depends upon the personnel working for the company

- We at all times will ensure that all employees, agency workers and subcontractors will receive fair treatment regardless of gender, sexual orientation, race , nationality, age, disability, religious belief.
- We will adhere to all equal opportunities legislation
- Employees of Power System Services will be give every opportunity to progress within the company to allow fulfilment of their potential
- Power System Services will endeavor to recruit retain and develop personnel based on merit, competence and work ethic
- Power System Services has a grievance procedure to deal with any discrimination, harassment, bullying and victimization
- Unlawful discrimination will not be tolerated

Application of the Policy

- All directors and managers of Power System Services will have a responsibility to ensure the non-discriminatory treatment of all employees, agency workers and subcontractors
- Power System Services shall identify and remove discriminatory attitudes and promote equal opportunities for all employees
- Power System Services will make all of its employees aware of the policy
- All issues raised within the course of employment will be dealt with swiftly and fairly
- Ensure that support is given to the monitoring and review process

Implementation of Policy

- All directors and manager and other parties involved in the implementation of the policy will receive appropriate training
- Power System services will ensure that all employees, agency workers and subcontractors will be treated in accordance with this policy
- All employment procedures and practices will be reviewed regularly to ensure that are and remain non-discriminatory.
- During their induction employees will be made aware of the policy with further training taking place during their employment to ensure a complete understanding of the implication of the policy
- Modification of work areas and practices will be made where practicable to ensure any disabled employees achieve their full potential



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P. Beauchamp:
Managing Director

Date: 11th January 2017