

Introduction and Objectives

Nationwide Hygiene Group is committed to providing equal opportunities to all people, without discrimination of any kind.

The objectives of this Policy are to:

- Set out the Group's position on equal opportunities in all aspects of employment from recruitment and pay, training and personal development, through to employment termination, for whatever reason
- Encourage all employees, at all levels, to act fairly and actively prevent any discrimination on the grounds of sex, race, age, sexual orientation, political opinion, marital status, parental status or religion
- Encourage all employees, at all levels, to apply these principles regardless of their employment contract (part time, full time or fixed term)

Scope of Application

The Group will take account of this policy throughout the organisation including within:

- Policies & procedures
- Administration of the supply of products from suppliers
- Distribution of hygiene products
- Management of our Chesterfield facilities

All employees have shared responsibility for the application of this Policy which extends to the treatment of anybody involved with and affected by our activities.

Related Policies

Code of Conduct

Policy Guidelines

Recruitment


It is the policy of the Group to ensure that there shall be no discrimination on account of colour, race, disability, nationality, age, sex, sexual orientation, marital status, ethnic origin or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable.

Not Controlled if Printed

The Company reserves the right to amend, change or withdraw any part of this document at any time.

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The Group will recruit, train and promote on the basis of merit and ability. All vacancies will be offered internally and all selections will be thorough, conducted against defined criteria and will deal only with the applicants' suitability for the job. Where it is necessary to ask questions related to personal circumstances, these will be related purely to the job requirements, and will be directed at all candidates.

Personnel involved in recruitment, selection, promotion and training have particular responsibility for the practical application of this Policy.

Career Opportunities

All Group employees have equal opportunities for career advancement. All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.

Personal Development

The Group is committed to encouraging all staff to make full use of their skills and talents and to helping staff to reach their full potential. Everyone will have equal access to any course which is appropriate to an individual's current job or development within the company.

Monitoring

All employees shall have access to this policy. It is the responsibility of each employee and line manager to ensure that all aspects of this policy are applied throughout the Organisation.

Grievances

The Group emphasises that discrimination is an unacceptable act which may lead to disciplinary action. Where there are any issues concerning inappropriate treatment, employees should consult their line manager. If there are reasons to suspect any discrimination, it is the responsibility of each employee to inform the Employer so that the necessary measures can be taken to eliminate it. Any complaints of discrimination will be pursued through the Groups Code of Conduct.

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Ownership, Approval Process, Changes and Deviations

This Policy was approved by the Board of Directors of Nationwide Hygiene Group and is reviewed annually. The policy is owned by the Chief Executive, and all updates, changes, deviations and supplements will be authorised by this role.



Darren Broad
Chief Executive Officer

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