

Equal Opportunities & Diversity Policy Statement

Our policy is designed to set out the principles of the Primus approach to equal opportunities and diversity.

The aim of our policy is to ensure that no employee or job applicant is treated less favourably than another on the grounds of gender, sexual orientation, race, nationality, national or ethnic origin, marital status, traditional belief, religion, disability or is disadvantaged by conditions of requirements that are not essential for the carrying out of that job.

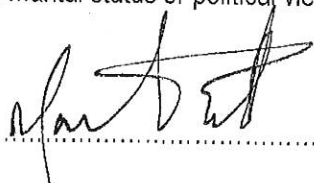
Appointment to Primus and promotion within the company will be considered primarily on the basis of merit, ability to 'do the job' and the needs of the company.

Primus is committed to ensuring the effectiveness of this policy. To this end, while overall responsibility for monitoring and reviewing the effective working of the policy and procedures for its delivery has been vested in the Managing Director of Primus, it is acknowledged that the responsibility also lies with all individuals involved in the recruitment and employee administration.

It is the duty of all employees of Primus to accept his or her personal involvement in the effective implementation of equal opportunities. Should it be discovered that an employee has breached the policy then disciplinary action will be taken. By the same token, any employee who believes that he or she has been treated unfairly in any respect of the policy will be entitled to raise the matter via the company grievance procedure.

Primus will provide equal opportunity and equal treatment and service to all its clients. No employee or client will be treated less favourable because of their race, gender, sexual orientation, religion, disability, age, size, marital status or political views.

Signed.....



Martin Tidd
Managing Director

Dated: January 2017

This Policy will be reviewed on an annual basis or:
Should there be a reason to suspect that it is no longer valid; or
Should there be a significant change in the matters to which it relates.