



# Phillips Joinery Limited

Joinery Manufacturers

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## Equality Policy

Phillips Joinery Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. Bullying is any offensive, intimidating, malicious or insulting behaviour, and abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. Harassment is unwanted conduct related to gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, pregnancy or maternity/paternity, religion or age. Complaints of bullying and/or harassment, or information from staff relating to such complaints will be dealt with fairly, confidentially and sensitively.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the directors of the company.
- This policy will be monitored and reviewed annually.

Signed  
MPC Phillips (on behalf of the board of directors)

Date March 2025



Directors: M. P. C. Phillips (Managing) A. N. Phillips B.A.(Hons) H. Stubbs Company Secretary: A. N. Phillips B.A.(Hons)

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