

HEALTH AND SAFETY STANDARDS

4.1: EQUAL OPPORTUNITIES

JD Cooling Group is committed to be an equal opportunities employer.

All persons will be considered for employment regardless of gender, creed, or disability. Vacant positions will be offered on suitability of knowledge, skills and ability for the position/s available.

We value and welcome diversity and aim to develop all of our staff to enable them to make a full contribution to the future growth of JD Cooling Group and themselves. JD Cooling Group will not tolerate harassment or discrimination on grounds of sex, marital status, race, colour, nationality, ethnicity, disability, age, religion or sexual orientation.

We will promote and support the use of a range of flexible working patterns to enable staff to balance home and work responsibilities; and we will treat people fairly irrespective of their working arrangements.

Our core objectives are as follow: -

- Treating others on merit
- Diss associate with others who discriminate, harass or victimise
- Reporting any issues of concern
- Promote harmonious environment
- Encourage understanding and diversity with the work environment with colleagues, clients and visitors.

FAILURE TO COMPLY

Failure to comply with our core objectives may lead to disciplinary action.

DISABILITY POLICY STATEMENT

JD Cooling Group is committed to equality of opportunity, both in the provision of services and in our role as an employer. We believe that everyone has the right to be treated with dignity and respect. We are committed to, and will work towards, the elimination of unfair and unlawful discrimination against disabled people to ensure equal treatment in all our procedures, practices and access to Council services.

We recognize and operate within the framework of 'The Disability Discrimination Act 1995' (DDA) which provides the following definition of disability:

"A physical or mental impairment which has substantial and long term adverse effect on a person's ability to carry out normal day to day activities" However, we understand that many people are disabled by social, attitudinal and physical barriers and as such we recognize a social model of disability that uses the following definition:

"There are societal barriers that prevent disabled people from achieving their full potential, hinder their personal development opportunities and limits access to a full role in society"

In order to address this, **JD Cooling Group** will try to overcome these barriers by providing any reasonable adjustments where appropriate to do so. We acknowledge that disabled people are not all the same and that each person may have different needs. We understand that disabled

people and organizations that represent them are best placed to describe their individual needs and specific requirements.

We appreciate the contribution of, and will work with, organizations that are controlled by disabled people. We will also work with other organizations promoting the interests of disabled people which work within, and support the aims of the DDA.

Harassment of disabled people is unlawful and will not be tolerated in any form in relation to service delivery or employment. Any reported incidents will be fully addressed in accordance with **JD Cooling Group** procedures and the relevant disability discrimination, equal opportunities legislation and European Codes and, where appropriate, may result in disciplinary action.

We will adhere to the appropriate requirements of the Building Regulations and will seek, wherever possible, to exceed the requirements and continue best practice in respect of building design facilitating improved access and egress.

We will continue to seek improvements in the areas of service delivery and access to communication by enhancing and increasing the availability of loop systems, Braille facilities, information available in other appropriate formats, and sign language interpretation.

We are committed to complying with 'The Disability Discrimination Act 1995', 'The Protection from Harassment Act 1997' and 'The Human Rights Act 1998'.