



TOTAL LAMINATE SYSTEMS LTD

Equal Opportunities Policy

Total Laminate Systems Ltd is committed to the principle of equal opportunity in employment.

Accordingly **and pursuant to the Equality Act 2010**, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment because of a protected characteristic i.e. race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, pregnancy and maternity, gender reassignment, marriage/civil partnership, age or on the basis of being a part-time or fixed term worker.

The organisations' objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of employment against employees or job applicants
- not inducing or attempting to induce others to practise unlawful discrimination; and
- bringing to the attention of employees that they will be subject to action under the Disciplinary Procedure for discrimination of any kind.

Employees can contribute by:

- not discriminating against fellow employees, clients, customers, suppliers or members of the public with whom you come into contact during the course of your duties
- not including or attempting to induce others to practise unlawful discrimination; and
- reporting any discriminatory action to Jakki Andrews, Director.

The successful achievement of these objectives necessitates a contribution from everyone and you have an obligation to report any act of discrimination known to you.

TOTAL LAMINATE SYSTEMS LTD.
11 Nimrod Way, East Dorset Trade Park, Wimborne, Dorset BH21 7SH
Tel: 01202 877600 Fax: 01202 861638 email: sales@total-laminate.co.uk url: www.total-laminate.co.uk

REGISTERED HEAD OFFICE AS ABOVE
Registered in England and Wales No: 2793768

Issue 10 – Apr 25

If you consider that you are a victim of unlawful discrimination you may raise the issue through the Grievance Procedure.

J A Andrews
Managing Director

Signed: -----



Date:

16.4.25

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