

Equality, Diversity and Inclusion Policy & Modern Slavery, Forced Labour and Human Trafficking Policy

Oracle Special Metals Ltd is committed to promoting equality, diversity, and inclusion among our workforce and eradicating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

The organisation, in providing goods and/or services, is also committed against unlawful discrimination of customers or the general public.

Our Policy Purpose

This policy's purpose is to:

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- Support the Equality Act 2010 and operate within the protected characteristics of:
 - Age
 - Disability
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes:
 - Pay and benefits
 - Terms and conditions of employment
 - Dealing with grievances and discipline
 - Dismissal
 - Redundancy
 - Leave for parents
 - Requests for flexible working
 - Selection for employment, promotion, training or other developmental opportunities

Our commitment(s)

The Oracle Special Metals Ltd commits to:

Oracle Special Metals Ltd Unit 2 Lennox Road, Basingstoke, RG22 4AP, United Kingdom
Telephone: 01256 975 005
Managing Directors: Rupert Gordon & Mark Glynn



- Encourage equality, diversity and inclusion in the workplace
- Maintain a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Take complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors seriously.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Make decisions concerning staff being based on merit

Modern Slavery, Forced Labour and Human Trafficking Policy

Oracle Special Metals Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We're committed to maintaining a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment management processes ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

Our supply chains are limited and we procure goods and services from approved suppliers.

We do not enter into business with any organisation which knowingly supports or is found to be involved in slavery, trafficking and forced or compulsory labour.

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