BROWNS
FASTENERS LTD

Cert No. RS426
Established 1953
Reg No. 521228

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# Equal Opportunities Policy

Browns Fasteners Limited recognises that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant or employee, volunteer or organisation/individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age.

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.

- All employees (whether part-time, full-time or temporary), volunteers and beneficiaries will be treated fairly and with respect.

- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.

- Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability. All selection/rejection decisions will be recorded.

- All employees/volunteers will be helped and encouraged to develop their full potential and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.

- All employees/volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to a company director.

Our commitment:

• To create an environment in which individual differences and the contributions of all our staff, volunteers, and beneficiaries are recognised and valued.

• Every employee, volunteer and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

• Training, development and progression opportunities are available to all staff/volunteers.

• Equality is good management practice and makes sound sense. Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

• This policy is fully supported by the management committee and has been agreed and discussed with employee representatives.

• The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and commitment of all staff/volunteers/members of the management committee. Hence, all new staff/volunteers/members of the management committee will be made aware of it's existence and on joining the organisation, and reminded they must conform with it on a regular basis.

AUTHORISED BY: 

NAME: PETE WEEKS POSITION: ASSOCIATE DIRECTOR / QUALITY
DATE: 1st APRIL 2026
(reviewed annually)

EMPLOYEE SIGNATURE OF RECEIPT AND UNDERSTANDING OF THE POLICY:

SIGNED:

NAME: DATE: