

Equal Opportunity Policy Statement

Gortmore Limited values the unique experiences of all individuals and groups. We respect people's right to hold their own values and beliefs and to be free from prejudice, abuse and unfair discrimination. We recognise the right of all people to be included in our employment recruitment and service delivery activities.

Gortmore Limited is committed to complying at all times with its statutory obligations under the various equal opportunity legislations including the Race Relations Act 1976, the Disability Discrimination Act 1995, etc. Hence we encourage and enforce equal opportunities in all our business and employment activities, including recruitment, selection, training, promotion, provision of facilities, operational procedures, discipline and dismissal of our employees.

In pursuance of this policy, the Managing Director will ensure that Managers, Staff and Employees deal with people internally and externally without prejudice to their race, sex, gender, sexual orientation, disability, colour or religion at all times. Gortmore Limited will ensure that all people who have contact with the company's staff/employees are dealt with and treated with due respect and attention expected from an equal opportunity company.

The Managing Director will not tolerate any form of discrimination, victimisation, harassment, prejudice, disability, racism or sexism in any form or act, neither will any form of favouritism or exploitation on the grounds of disability, racism or sexism be permitted or tolerated from any person(s) engaged in the company activity.

Any Manager, Staff or employee found to be in breach of the statements within this policy in the performance of his/her duty, will be subject to immediate disciplinary action with the possibility of instant dismissal.

I am, as the Managing Director, responsible for ensuring that this policy is communicated, understood and implemented at all levels of the Company. To achieve this, I will ensure that the policy is communicated to employees as part of their initial induction on joining Gortmore Limited. Copies of this statement will be displayed in relevant areas of the company, and I will set up a system to monitor its effective implementation.

I, in liaison with members of the management team, will review this policy statement at least annually, in order to ensure that it is still applicable, current, suitable and relevant to the company's business activities.

Signed:

Liam Philbin
Managing Director

04th November 2022