

Policy Statement – Equality

Op-tec Systems has a positive commitment to the promotion of equal opportunities for all current and prospective members of the team.

It is the Company's responsibility to recruit and select the most suitable person for any vacancy and to provide every opportunity for all employees to progress.

No individual shall discriminate, either directly or indirectly, against other employees, job applicants, customers, suppliers, contractors, or others on the grounds of:

- Age
- Caring responsibilities
- Chronic illnesses or conditions
- Childhood circumstances
- Criminal or civil convictions
- Disability
- Gender identity / reassignment
- Homelessness
- Highest qualification
- Marital/civil partnership status
- Parental circumstances or qualifications
- Politics
- Poverty or former poverty
- Pregnancy and maternity (including going through the adoption process)
- Race / ethnicity / nationality / national origins
- Refugee or asylum seeker status
- Religion or belief
- Sex
- Sexual orientation
- Trade union membership
- Trauma
- Veteran status

This policy applies to all areas of the Company's activities including:

- Job advertising
- Treatment during recruitment and selection
- Conditions of employment
- Training and promotion
- Treatment during disciplinary and redundancy situations



Richard Banyard
Managing Director

Last review/update: 01 Mar 2023