

Equal Opportunities Policy Statement

It is the policy of Platinum Facilities & Maintenance Services Ltd (Platinum Facilities) that there shall be no discrimination or less favourable treatment of employees or job applicants in respect of race, colour, ethnic or national origins, religion, sex, disability, political beliefs, age or marital status. It is the Company's policy to engage, promote and train staff on the basis of their capabilities, qualifications and experience, without discrimination, and all employees will receive equal opportunity to progress within the Company.

In order to put this statement of equal opportunities into practice in the day to day operation of the business, we will:

- Monitor decisions on recruitment, selection, training and promotion to ensure that they are based solely on objective and job related criteria.
- Provide training for managers to ensure that they understand the nature of discrimination and are fully aware of their responsibilities in implementing our equal opportunities policy.
- Provide information and advice on the implications of the relevant legislation and on assistance available to help in the employment of people with disabilities.
- Ensure that any grievance involving discrimination or harassment is considered seriously, thoroughly and fairly.
- Encourage our subcontractors to adopt policies and working practices which reflect our own views on equal opportunities.
- Bring this policy to the attention of all our employees and our subcontractors.

The Directors and senior managers of the Company fully support this policy statement. All employees are responsible for playing their part in achieving its objectives. The Directors are responsible for monitoring the implementation of this policy statement. The policy statement and associated **Equality, Diversity and Inclusion Policy** will be reviewed on a regular basis.

On behalf of Platinum Facilities

Signed.....

Glen Cardinal – Managing Director

Date: 13 June 2024.....