



Q2.10 Equal Opportunity Policy



Emily Price

Introduction

Equal opportunity ensures that everyone competes on equal terms for positions and opportunities, without discrimination based on protected characteristics.

Policy Statement

Kingsley Plastics Ltd is committed to ensuring that no job applicant or employee receives less favourable treatment based on:

- Sex
- Race
- Marital or civil partnership status
- Pregnancy and maternity
- Disability
- Age
- Gender reassignment
- Part-time or fixed-term contract status
- Sexual orientation
- Religion or belief

We promote equality of opportunity in all aspects of employment and recognise the benefits of a diverse workforce. Recruitment, training, and promotion are based on job requirements and individual ability and merit.

Relevant Legislation

- Equality Act 2010
- Equality Act 2010 (Amendment) Regulations 2023

Responsibility

- **Managing Director:** Sets the overall policy on equal opportunities.

- **Management Team:** Ensures compliance with the policy.

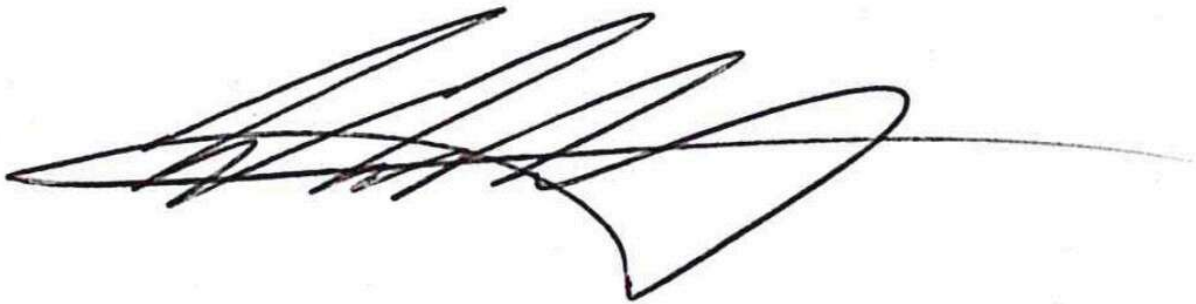
Raising Concerns

Employees should raise concerns with their line manager or an appropriate director. Non-employees can raise concerns directly with Mark Manley, Managing Director.

Consequences of Non-Compliance

Discriminatory behaviour is unacceptable and will be treated as a disciplinary matter, potentially leading to termination of contract.

This policy is approved by the undersigned and is supported by all the levels of management within the organisation. All personnel shall be guided by the contents of the SHEQ Management System and no deviation from the methods and procedures set down shall be permitted. This policy applies to everyone working for or on behalf of the company, including employees, directors, officers, associates, agency workers, volunteers, interns, contractors, consultants, third-party representatives, business partners, and sponsors. This policy is under continuous review.



Name - Mark Manley

Role - Managing Director

Date - 09/05/2025

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