

EQUAL OPPORTUNITIES POLICY STATEMENT

Andel Limited (“the employer”) is an equal opportunity employer and is committed to a policy of treating all its employees and job applicants equally.

It is the policy of the employer to take all reasonable steps to employ and promote employees based on their abilities and qualifications without regard to race, religion, colour, sex, age, national origin, disability, or sexual orientation.

The employer will appoint, train, develop and promote based on merit and ability alone.

Employees have a duty to cooperate with the employer to ensure that this policy is effective to ensure opportunities and to prevent discrimination. Disciplinary action will be taken against any employee who is found to have committed an act of proven discrimination. Serious breaches of the Equal Opportunities Policy will be treated as gross misconduct.

Employees must not harass or intimidate other employees on the grounds of race or sex, disability or sexual orientation. Such behavior will be treated as misconduct in accordance with the disciplinary procedure. Employees should draw the attention of their immediate superior to suspected discriminatory acts or practices.

Employees must not victimise or retaliate against an employee who has made allegations or complaints of sex or racial discrimination, or discrimination on the grounds of disability or sexual orientation or provided information about such discrimination. Such behaviour will be treated as gross misconduct in accordance with the disciplinary procedure. Employees should support colleagues who suffer such treatment and are making a complaint.



Peter Double

Managing Director

Andel Ltd.

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Protecting your assets. Protecting the environment.

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