

## EQUAL OPPORTUNITIES POLICY

At Middlesex Hose and Fittings LTD we believe in opportunities for all and this is reflected within our recruitment process.

We believe everyone has the right to work in a safe and supportive environment and are encouraged to harness their own individual skills and strengths to fulfil their full potential.

Will not tolerate any form of discrimination, bullying or abuse towards any of our employees. This takes many forms and can including, but not limited to:

- Exclusion from conversations, work activities etc.
- Personal remarks about a person's appearance, family, background
- Pushing, hitting, smacking, slapping; even supposedly in jest
- Insulting, mocking and belittling others
- Expecting someone to take on unreasonable or excessive work loads
- Racial abuse, sexist, homophobic remarks etc
- Unwanted attention; i.e. touching without consent

We:

- Employ fairly and without any bias, regardless of the individual's protected characteristic or other beliefs
- Work with our supply chains, as appropriate, to ensure equality
- Will provide additional support and make provisions (where reasonably practical) for those who require it to ensure they can carry out their tasks effectively
- Will take any reports or concerns of bullying or mistreatment throughout the organisation (despite job role or position) extremely seriously and will not hesitate to take disciplinary or legal action where appropriate

This policy is subject to review at least once annually and is updated more regularly to ensure it remains current with legislations and business proceedings.



Stuart Mundy  
Managing Director  
Middlesex Hose and Fittings Limited

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