



Equal Opportunities Policy

Last review: December 2006

Policy

VSG is fully committed to equal opportunities for all employees and applicants seeking employment. We meet all requirements placed on us by legislation.

The Company's aim is to create and sustain a working environment in which each individual is valued and employees are able to contribute, grow and achieve the maximum potential. Decisions on employment, promotion, training, salaries and recognition are made on the basis of business need, coupled with an individual's abilities, skills, experience and potential.

The Company will not tolerate any actions, comments, jokes or other conduct in the workplace that creates an intimidating or otherwise offensive environment, whether it be sexual, racial, religious, ageist or any other type. Such behaviour is unacceptable.

Employees' complaints of discrimination, harassment or other unacceptable behaviour will be investigated promptly. Any employee who is found to have engaged in discrimination, harassment or intimidating behaviour will be subject to disciplinary action, which may result in dismissal.

All employees are made aware of the provisions of the Equal Opportunities Policy during their initial training, which forms part of the Induction Training Programme. The employees are also made aware of their personal responsibility to observe its provisions.

Related policies and procedures

- Equality and Diversity Policy
- Harassment and Bullying at Work Prevention Policy
- Recruitment Policy
- Human Rights Policy

Further information

If you have any queries regarding this policy, please contact the Personnel Department on 0845 838 7608.