

## EQUAL OPPORTUNITIES POLICY

Our Company, Chiller Box, is fully aware of and complies with legislation including the Equal Pay Act 1970, The Race Relations Act 1976 and Amendment 2000, Disability Discrimination Act 1995 and the Sex Discrimination Act 1975.

### EVERYBODY'S EQUAL

At Chiller Box we aim to:

- Manage diversity in all areas of our business
- Show commitment to providing equality and attaining a workforce that is representative of the local community
- Use a wide selection of advertising mediums and monitor the ethnicity of job applicants
- Investigate any instances of victimisation, discrimination or harassment and take disciplinary actions if required
- Treat everyone fairly
- Provide training for managers and supervisors in interviewing, selection promotion and recruitment, ensuring that they understand the legislation and our Everybody's Equal policy
- Ensure suppliers understand our ethos

What we won't do:

- Discriminate on the grounds of gender, marital status or gender re-assignment
- Tolerate discrimination on the grounds of race, ethnic origin, colour, nationality, national origin, religion or belief, age or disability
- Tolerate victimisation, discrimination or harassment in any form

This policy will be subject to an annual review or when process conditions change.