



## **Equality and Diversity Policy**

Sommers Waste Solutions Ltd is committed to eliminate discrimination and promote equality in both its role as an employer and as a provider of security service. We aim to create a culture that respects and values each other's differences, that promotes equality and diversity, and that encourages individuals to develop and maximise their true potential.

We have this policy to ensure everyone within our organisation provide fairness and equality for all out staff, clients and the general public and not to discriminate and segregate on the grounds of gender, sexual orientation, age, race, disability, nationality, colour, origin or marital status.

Sommers Waste Solutions Ltd will not tolerate any forms of discrimination against anyone who has contact with our company in any capacity, if seen to be doing so, we will seek disciplinary action which in some circumstances could lead to dismissal.

If you are seeking to get promoted, trained or apply with Sommers Waste Solutions Ltd you can expect to be treated equally and will be judged on skill and ability to work in the security sector. We want to build an environment where our staff, clients and general public can feel comfortable in which individual differences are recognised and valued.

Sommers Waste Solutions Ltd are passionate in making a positive working environment that can make our staff work to the best of their abilities without having any worries or concern while on duty. We ensure all staff that our training and progression is open and fair and that everyone will be treated equally and with respect.

If you feel like you have being victimised or have a concerned for someone or feel unwelcome into Sommers Waste Solutions Ltd we encourage our staff to approach your management who can help you or someone feel comfortable and welcome. If there is bullying or harassment, we will open an investigation and start disciplinary action if this is necessary.

We pride on ourselves on being approachable and friendly so if you do have any concerns and queries, please get in touch with your manager or any member of the leadership team and we will do our very best to help.