

PSMG LIMITED DISCRIMINATION AND EQUALITY POLICY STATEMENT

Our management cultivates a working environment that supports equality and diversity, and objects to discrimination and human rights abuses. We are committed to developing and maintaining a working environment in which there are no barriers to staff enjoying a positive and full working life in which they are able to reach their full potential. We are therefore committed to actively promoting equality and combating prejudice, stigma, discrimination and harassment of individuals. There is a commitment to develop awareness of all staff on diversity and equality and the requirements set out in The Equality Act 2010.

The aim of the policy is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of any protected characteristic.

The Equality Act 2010 protects individuals against discrimination because of a number of specified protected characteristics:

- Age
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race – which includes colour, nationality and ethnic or national origins
- Religion or Belief
- Sex
- Sexual Orientation
- Disability

We will ensure that the policy is circulated to any agencies responsible for our recruitment, made available for all employees and made known to all applicants for employment. The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

Promotion and advancement will be made on merit. All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

PSMG creates a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of all staff are recognised and valued. We take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities, such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken.

Jason Silcox



Business Director
January 2025