



EQUAL OPPORTUNITIES POLICY

1. STATEMENT OF INTENT

Margaret Cleaning Solutions Ltd believes that all persons should have equal rights to be educated, to work, receive equal remuneration and to participate in society as an equal.

Margaret Cleaning Solutions Ltd are committed to the promotion of equal opportunities within our company, and its stakeholders, through the way we manage the organisation and provide services to our customers. In order to express this commitment, we develop, promote and maintain policies that will be conducive to the principles of fairness and equality in the workplace.

The objective of this policy is that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of:

- Gender
- Race
- Colour
- Nationality
- Ethnic origin
- Religious or philosophical beliefs
- Health
- Age
- Marital status
- Parental status
- Responsibility for Dependants
- Sexual orientation
- Political beliefs
- Lack of formal qualifications where such qualifications are not formally required
- Any other grounds which cannot be shown to be justifiable within the context of this policy.

We will communicate the policy to employees, job applicants and relevant others. We will ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory selection techniques.

We will review this policy and its suitability on a regular basis.

Signed

Dated 23/02/2021

A handwritten signature in black ink, appearing to read "Stawicka", is positioned above the printed name of the Managing Director.

Managing Director
Margaret Stawicka