Licensed To Clear Limited

39 Dunsil Road

Mansfield

NG197GD

Company registration number 16223397

Licensed to Clear Limited

Equality and Diversity Policy

1. Policy Statement

Licensed to Clear Limited is committed to promoting equality, diversity, and inclusion in all aspects of our business. We value the unique contributions of every individual and are dedicated to creating a working environment where everyone is treated with dignity and respect, regardless of their background.

We oppose all forms of unlawful and unfair discrimination. We believe that a diverse workforce and an inclusive approach strengthen our ability to deliver high-quality waste management services to our clients and the communities we serve.

2. Purpose

The purpose of this policy is to:

Ensure compliance with the Equality Act 2010 and other relevant legislation.

Promote a culture of fairness, respect, and inclusivity.

Encourage diversity in recruitment, development, and retention of staff.

Provide a safe and supportive environment for all employees, contractors, clients, and members of the public we interact with.

3. Scope

This policy applies to all employees, agency workers, contractors, suppliers, and anyone engaged on behalf of Licensed to Clear Limited. It covers all aspects of employment including recruitment, training, promotion, pay, benefits, and day-to-day working practices.

4. Principles

Licensed to Clear Limited is committed to ensuring that:

No one is discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or sexual orientation.

Employment decisions are based solely on merit, skills, experience, and business needs.

Workplace practices promote respect, fairness, and equal opportunities for all.

Harassment, bullying, or victimisation of any kind is not tolerated and will be dealt with promptly and effectively.

Flexible and inclusive practices are considered wherever possible to support individual needs.

5. Responsibilities

Management is responsible for leading by example, promoting inclusive practices, and ensuring this policy is implemented and communicated effectively.

Employees are expected to treat colleagues, clients, and members of the public with respect and uphold the principles of this policy.

HR / Management Team will review policies and practices regularly to ensure they remain fair, effective, and compliant with the law.

6. Implementation

To support equality and diversity, Licensed to Clear Limited will:

Provide training and awareness for staff on equality and diversity issues.

Monitor workforce diversity and review recruitment and retention practices.

Take complaints of discrimination, harassment, or victimisation seriously, investigating them promptly and fairly.

Make reasonable adjustments to support individuals with disabilities or specific needs.

7. Breaches of Policy

Any employee found to have discriminated against, harassed, or victimised another person will be subject to disciplinary action, up to and including dismissal.

8. Review

This policy will be reviewed annually and updated as required to reflect changes in legislation, best practice, and business.

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