

EQUAL OPPORTUNITIES POLICY

Lomax Training Services Limited believes that its policy and practice are the means of maximising the effectiveness of human resources in the company's and the employee's or trainees best interests.

To meet its objectives Lomax Training Services Limited has agreed the following principles:

- 1 All members of staff employed by the company and all applicants for employment or training will be given equal opportunity irrespective of their age, sex, marital status, colour, race, religion, nationality or ethnic or national origins in all aspects of employment and training. The company is committed not only to the letter of the law, but also to the promotion of equality of opportunity in all fields.
- 2 Application of agreements and the operation of recruitment, training and promotion policies to all individuals' ability and fitness for work.
- 3 Staff employed by the company shall be made aware of the provisions of this policy.
- 4 All personnel involved in management, selection and dealing with the public shall be given training and guidance in the law and organisational policy, their own personal liability under the law and the nature of discrimination.
- 5 The company will monitor the composition of the workforce and its client groups. It will also monitor any breaches of its policy and initiate positive action if it appears that the policy is not fully effective.

Signed



James Lomax
Managing Director

Version	Issued	Superseded by
1.0	November 2015	Version 2.0
2.0	January 2018	Version 3.0
3.0	July 2019	Version 4.0
4.0	May 2021	