



Ian Firth Hardware Limited
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Equal Opportunities Policy

We are committed to the development and promotion of Equality of Opportunity for all. We as an organisation strive to maintain the dignity of men and women at work, and aim to recognise the diversity of our work force.

We will show commitment to ensuring that no one receives less favourable treatment either directly or indirectly on the basis of sex, race, colour or disability.

All supervisors and managers have a responsibility to ensure that they, and their staff, comply with the standards of behaviour set by the Company and governed by legislation and to challenge incidents which offend against those standards.

No member of staff will be victimised or subjected to bullying, sexual or racial harassment or any conduct that creates an intimidating work environment.

RACIST AND SEXIST LANGUAGE AND BEHAVIOUR IS UNACCEPTABLE AND WILL NOT BE TOLERATED. ANY MEMBER OF STAFF WHO HAS A GRIEVANCE IN REGARD TO EQUALITY OF OPPORTUNITY IS INVITED TO SEEK A RESOLUTION USING THE COMPANY GRIEVANCE PROCEDURE.

A handwritten signature in black ink, appearing to read 'Ian Firth', followed by a horizontal line extending to the right.

Ian Firth
Chairman