



Equality and diversity policy

Wilson & Sons (Engineering) LTD is committed to provide equality for all and support diversity. No worker, colleague or client will be discriminated against on grounds of their gender, disability, race, age, sexual orientation, religion or belief. As an organisation we will encourage mutual respect and promote the benefits of diversity.

The purpose of this policy is to provide diversity and equality to all in employment regardless of: gender, disability, race, age, sexual orientation, religion or belief. Training, promotion and recruitment will be based upon ability and all employees will be encouraged to develop their full potential.

We oppose all forms of illegal and unfair discrimination.

Wilson & Sons (Engineering) LTD is committed to upholding the following points:

- We will ensure that any contribution made by a member of staff is recognised, respected and valued.
- Staff will be advised on their responsibilities with regard to equality in the workplace.
- Wilsons Engineering will continue to create a supportive and respectful working environment where no form of intimidation, harassment or bullying will be tolerated in any form.
- Training, progression and personal development opportunities are made available to all staff.
- The Equality and diversity policy will be reviewed annually and amended when necessary.
- Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.
- All members of our senior management team support this policy.