

# Our Equal Opportunities Commitment



**Merkland Tank Ltd's** policy is to provide all employees with equality in employment, irrespective of colour, race, religion, nationality, ethnic or national origin, sex, sexual orientation, gender, marital status or disability. The Company is opposed to all forms of unlawful and unfair discrimination.

We are committed to the promotion of equal opportunities and to ensure that the human resources, talent and skills of all employees are maximised. Our policy is to treat all employees with respect and dignity and to ensure that decisions are taken without reference to irrelevant or discriminatory criteria.

We take every possible step to ensure that decisions on recruitment, selection, training, conditions of work, pay and benefits, promotion, career, management and every other aspect of employment are justifiable and based solely on objective criteria.

There may be circumstances where we have a legal duty to ensure that a jobholder is of specified gender or where health and safety requirements apply.

The company will ensure that the policy is communicated to all employees and made known to job applicants. Managers and Supervisors will be advised of their responsibilities. Job advertisements (both internal and external) will be non-discriminatory and all those involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory recruitment and selection techniques.

Interviews will be conducted on an objective basis and personal or home commitments will not form the basis of employment decisions except where necessary. The company will monitor the Equal Opportunities Policy and progress in achieving its objectives. The Policy may be amended from time to time where necessary.

Complaints – Any employee who believes that he has suffered any form of discrimination, harassment or victimisation may raise the matter informally with his/her immediate supervisor/manager or with a member of the personnel staff. Employees may raise the matter formally either through the grievance procedure or the complaints procedure. All complaints of discrimination will be dealt with seriously, properly and confidentially.

Any employee who harasses or discriminates against any other employee on the grounds of race, sex, sexual orientation, religion, gender, marital status or disability will be subject to the Company's disciplinary procedure and if sufficiently serious, may be dismissed summarily. If you have any queries concerning the application of this Policy, please contact your manager.

  
Kirsty McIntyre  
Director  
December 2022