



## Employment Policy

It is the policy of Williams Environmental Management Ltd to treat all employees and job applicants fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, disability or union membership status.

The Company will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

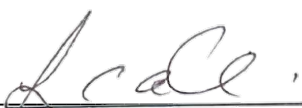
The company will also ensure compliance with the working time regulation 1998 (amended 2003) And the modern slavery act 2015.

The policy applies to recruitment and existing employees, all aspects of employment including, terms and conditions of employment, pay, promotion, training and welfare.

The Company will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

The Company is committed to the continuing implementation of this policy and to a programme of action to ensure that the policy is and continues to be fully effective. The overall responsibility for the policy lies with the Director of Williams Environmental Management Ltd. However, all staff are required to comply with the policy and to act in accordance with its objectives to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Signed:  \_\_\_\_\_

Date: 20/10/17

Authorised by: Lynn Cole

Date of Review: 20/10/18