



MPB INDUSTRIES LTD

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Designers and Manufacturers of Scientific and Process Control Instrumentation

Equality and Diversity Policy

MPB Industries Ltd is intent on advancing equality and diversity as key features within all its activities, as it believes this to be ethically right and socially responsible. Equality and diversity are essential factors that contribute to the resources of the workforce and assist to maximise the efficiency of the organisation.

The Company's Equality and Diversity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for a Company-wide integrated approach to equality and diversity.

MPB Industries Ltd believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of staff and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from working with the Company.

To this end, the Company acknowledges the following basic rights for all employees and prospective employees:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential

These rights carry with them responsibilities and the Company requires all employees to recognise these rights and to act in accordance with them in all dealings with fellow employees. In addition, the Company will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination, bullying or harassment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The Board of Directors have overall responsibility for ensuring that MPB Industries Ltd operates within a framework of equality of opportunity.

The Company recognises that all of its staff have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

Board of Directors will have ultimate responsibility for ensuring implementation of those policies that are related to equality and diversity.

The Equality and Diversity Policy is available to all staff of the Company.

Training will provide a means by which the Policy and supporting policies are communicated to staff. All staff should attend training events related to equality and diversity that are organised which will help to translate the law into working practice.

Any complaint will be taken seriously and dealt with in a timely and sensitive manner, in accordance with the appropriate grievance and disciplinary procedure.

Signed: 

Position: Managing Director

Date: 20 - 4 - 2021

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Directors: J. Bennion, M. Creedon, J. Abell

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