

Equality Policy

Policy Statement

Smart Platform Rental Ltd recognizes that discrimination and victimization is unacceptable and that it is in the interests of the company and its employees to utilize the skills of the total workforce.

It is the aim of the company to ensure that no employee or job applicant receives less favorable facilities or treatment (either directly or indirectly) in recruitment or employment on ground of age, disability, gender/ gender reassignment, marriage / civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

We oppose all forms of unlawful and unfair discrimination or victimization. To that end, the purpose of this policy is to provide equality and fairness for all in our employment practices.

We ensure that all employees are legally eligible to work in the UK and appropriate checks are completed. All employees, regardless of status will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of eligibility, aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximize the efficiency of the organization.

Our staff will not discriminate directly or indirectly, or harass customers or clients because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation in provision of the company's goods and services.

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or codes of practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

Signed *Joanne Rogers*

Reviewed Date 07.02.2025

Joanne Rogers
Managing Director

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Final Audit Report



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