

## **EQUAL OPPORTUNITIES POLICY**

“Smile Coop” herein after known as the Business

Franca Relandini is the nominated person herein after will be known as “The Proprietor”

- The Business is committed to ensuring that the principle of equality of opportunity is applied in all areas of its operations.
- The Policy of The Business is to provide equal opportunities for all on the basis of individual ability, regardless of race, colour, ethnic origin, nationality, citizenship, marital status, gender, sexual orientation, socio-economic status, age, religion, creed, disability, political persuasion or other inappropriate grounds.
- The Business aims to ensure that no unlawful or unfair discrimination (whether direct or indirect) or victimisation or harassment takes place on any of the above grounds.
- The Business will apply the Policy when carrying out any of its duties including recruitment, assessment and support. The Business will also seek to ensure, that employees adopt a fair, equitable and non-discriminatory approach to all sections of the community.
- The Business will apply the Policy to all those with whom it deals and will seek to ensure that the policy is observed by all those over whom The Business has control or influence, including employees and sub-contractors.
- The Business will implement the Policy by training, and will monitor and review the operation of the Policy.
- In giving effect to this Policy The Business will establish, maintain and review mechanisms for resolving grievances, investigating complaints and invoking disciplinary procedures.

The nominated person responsible for ensuring the Equal Opportunities policy at The Business is adhered will be “the Proprietor”