



Durey Castings Ltd, Head Office
Hawley Road, Dartford, Kent
DA1 1PU
Tel 01322 272424 Fax 01322 288073
Email sales@dureycastings.co.uk



Durey Castings South Coast Office
Unit 12A Ridgewood Ind Estate
New Road, Uckfield, East Sussex
TN22 5QE
Tel 01323 441110 Fax 01323 441119

Equal Opportunities Policy

Durey Castings Limited recognizes that discrimination is unacceptable and equality of opportunity has always been a long standing feature of our employment practices and procedures. As a result, we will:

- ✓ Ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of race, colour, sex, age, disability, ethnic or national origin, religious belief, political opinion or affiliation, marital status or sexual orientation.
- ✓ Ensure this policy is made available for all employees.
- ✓ Ensure this policy is made known to all applicants for employment.
- ✓ Implement this policy in accordance with the appropriate statutory requirements.
- ✓ Take full account of all available guidance, in particular any relevant Codes of Practice.
- ✓ Maintain a neutral working environment in which no employee or worker feels under threat or intimidated.
- ✓ Ensure through appropriate training that employees making selection and recruitment decisions do not discriminate.
- ✓ Adopt a consistent, non-discriminatory approach to the advertising of vacancies.
- ✓ Ensure that promotion and advancement will be made on merit and all decisions relating to this are made within the principles of this policy.
- ✓ Not confine our recruitment to areas which provide only, or mainly, applicants of one particular group.
- ✓ Apply job descriptions, where used, that are in line with this policy.
- ✓ Give fair treatment to all applicants and consider them only on their ability to do the job and ensure all interview questions are related to the requirements of the job.
- ✓ Not disqualify any applicant who is unable to complete an application form unassisted, unless the standard of English falls below that required for the safe and effective performance of the job.

Employment records of all employees are maintained and regularly reviewed in order to monitor the progress and upkeep of this policy. This policy will be updated as necessary to reflect best practice in the management of equal opportunities.

D Durey

Director. 27/03/23

