

Equality & Diversity Policy

Policy Statement

Durbin PLC is an Equal Opportunity Employer. This means that the Company's aim is to ensure that no job applicant or employee is discriminated against, directly or indirectly, on any unlawful grounds. Direct discrimination is defined as treating a person on one or more of these grounds less favourably than others are or would be treated in the same or similar circumstances. Indirect discrimination is defined as applying a requirement or condition which, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it and which cannot be shown to be justifiable. Discrimination by victimisation is also recognised as unlawful. Furthermore, the Company recognises that employees of all the following 'protected characteristics' have a right to equal opportunity:

- Age
- Race
- National or ethnic origin
- Religion or belief
- Gender
- Gender reassignment
- Sexual orientation
- Class
- Marital status
- Civil partnerships
- Pregnancy and maternity
- Disability or special need

This Policy of equal opportunity and treatment will apply whenever the Company is recruiting, transferring, promoting, assessing performance, disciplining, or offering training or other opportunities for advancement. It is recognised that the principal responsibility for providing equal opportunities in employment rests with the Company. Each employee and manager is required to be familiar with, and to implement, this Company Policy and is urged to comply at all times not only with the letter but with the spirit of Equal Opportunity Legislation and Codes of Practice. It is the responsibility of each manager within the Company to ensure that his or her treatment of employees, and the decisions and approach taken within their own sphere of operations are devoid of discriminatory practices. Employees must not victimise or harass any employee who has made allegations or complaints related to any of the 'protected characteristics' above. Such behaviour may be treated as gross misconduct in accordance with the disciplinary procedure.

Durbin PLC is committed to achieving a working environment which provides equality of opportunity and freedom from discrimination on the grounds of the 'protected characteristics' in the above policy statement. Being an Equal Opportunity Employer, Durbin PLC strives to ensure that the talents and resources of all our employees are utilised to the full. As such the Organisation is committed to adopting, implementing and monitoring a Policy of Equal Opportunities for all employees guaranteeing the non existence of discrimination in the work place.

Aim

The aim of this Equality Policy is to ensure that no job applicant, employee, volunteer or service user receives less favourable treatment than any other on the grounds stated in the policy statement.

Durbin PLC is committed to taking positive steps to provide genuine equality of opportunity to enable the organisation to make full and effective use of its workforce and to provide a high quality service for users.

Durbin PLC will actively promote equal opportunities through the provision of employment policies which will ensure all individuals are treated fairly and consistently with due regard to their abilities, potential, skill and ability.

All employees of Durbin PLC are required to comply with our equality aims and to treat colleagues with dignity and respect.

Employment

All job applications will be processed in the same way. The staff responsible for short-listing, interviewing and selecting candidates will be clearly informed of the selection criteria, and of the need for their consistent application. Wherever possible, all applicants will be interviewed by at least two people. All questions that are put to the applicants will relate solely to the requirements of the job.

Durbin PLC is committed to employing and developing a diverse workforce by recruiting staff through an open and transparent process:

- We will not discriminate on the basis of any of the 'protected characteristics' listed above.
- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.

Successful candidates may be asked to provide details of race, gender, religion and disability, which will allow the HR department to monitor equal opportunities in the recruitment process. Any information received will be handled in accordance with the Data Protection Act 1998.

Employment conditions will be reviewed on a regular basis to ensure that no member of staff is discriminated against.

Durbin PLC operates a system for complaints, grievances and disciplinary issues in order to ensure the fairness and consistency in the treatment of individuals.

Training

The Company will take such measures as may be necessary to ensure the proper training, supervision and instruction for all managers in order to familiarise them with the Company policy on equal opportunities and in order to help them identify discriminatory acts or practices and to ensure that they promote equal opportunities within the departments for which they are responsible. All persons responsible for selecting new employees, and employees for training, are instructed not to discriminate on any of the 'protected characteristics' in the above policy statement. Where general ability and personal quality are the main requirements for promotion to a post, care will be taken to consider favourable candidates of all races, both sexes, and all classes of disability, with different career patterns and general experience.

Diversity and equality forms an integral part of the company. All new entrants are made aware of our Equality and Diversity Policy.

Reporting discrimination

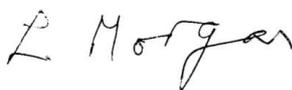
The company has complaints and grievance procedures in place to deal with reported discrimination or potential discrimination.

Breaches of the Policy

The terms of the policy apply equally to all employees and any organisations involved with Durbin PLC. Any breaches of the policy will be taken seriously and may lead to corrective and preventive action.

Board approval

This statement has been approved by the Company's board of directors and signed by the Chief Executive Officer, who will ensure it is reviewed annually and published.



Leslie Morgan
CEO
Durbin PLC

Date: 1st January 2018