



## **POLICY OF EQUAL OPPORTUNITY (NON-CONTRACTUAL)**

Zero Point Eight (Dudley) Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that each employee feels respected and is valued based upon their skills, performance and commitment.

It is the continuing policy of the Company to provide equal opportunity employment to all employees without regard to the actual or perceived protected characteristics referenced below. Zero Point Eight (Dudley) Ltd is committed to treating all employees fairly and as such no employee will be treated less favourably due to their association with someone who has a protected characteristic.

### **Protected characteristics**

Age;  
Disability;  
Gender Reassignment;  
Marriage and Civil Partnership (applies only to someone who actually personally has this characteristic);  
Pregnancy and Maternity;  
Race (including ethnic origin, colour, citizenship, nationality, and national origin);  
Religion or Belief;  
Sex;  
Sexual Orientation.

People will be judged solely on merit and ability during recruitment, selection, training, development and promotion throughout their employment.