



Equal Opportunity Policy

This policy sets out TFCL's approach to promoting Equality of Opportunity to achieve equality for all and to prevent discrimination.

Our policy is governed by the Equality Act 2010, which makes it unlawful to discriminate directly or indirectly, in recruitment or employment because of protected characteristic.

Those characteristics are:

- Age
- Disability
- Gender (sex)
- Gender reassignment
- Race
- Religion
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership

Policy Statement

TFCL is committed in creating a work environment for all employees by providing equal opportunities in all aspects of our employment without unlawful discrimination.

TFCL will not tolerate, harassment, discrimination, bullying or victimisation of our employees or appointed contractors/third parties who work on behalf of TFCL.

To whom the policy applies to

This policy applies to all TFCL employees and its appointed contractors and third parties authorised to work on behalf of TFCL.

Principles

The key principles of this policy are to:

- Provide equality for all
- Prevent discrimination, harassment, victimisation
- Promote good relations
- Promote a broad culture
- Respect the values of others

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