

Introduction

Palmers takes its obligations under Equality Legislation very seriously and aims to provide fair and equitable treatment and value diversity in its employees. This is reflected in the core values of Palmers as set out in our Vision and Strategy.

Palmers is committed to creating and sustaining a positive, supportive, equally valued, and respected working environment for our employees. As a provider of employment, we value the diversity of our employees.

Diversity - We view the diversity of our staff as a great asset.

Equity - We believe in the equitable treatment of all.

Palmers' Equality and Diversity Policy provides for coordination and implementation at a strategic level and is supported by additional policies that provide for company-wide integrated approach to equality and diversity.

Commitment to Equality and Diversity

Palmers believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of its employees.

And enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement with Palmers.

To this end, Palmers acknowledges the following basic rights for all its employees and prospective employees. to be treated with respect and dignity to be treated fairly with regard to all procedures, assessments, and choices to receive encouragement to reach their full potential.

These rights carry with them responsibilities and Palmers requires all employees to recognise these rights and to act in accordance with them in all dealings with fellow employees of Palmers. In addition, Palmers will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion

Responsibility

The board of Directors has overall responsibility for ensuring that Palmers Ltd complies with the requirements of the Equality Act 2010, including the general duty to have due regard to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and for those who do not.

Palmers Compliance Manager, in consultation with relevant Palmers committees, is responsible for developing the policy and practice on behalf of Palmers and for advising staff in order to support compliance with equality legislation.

Palmers recognises that all of its employees have a duty to support and uphold the principles contained in its Equality and Diversity Policy and supporting policies.

Dealing with discrimination

Palmers is committed to creating and sustaining a positive and mutually supportive working environment for our employees, where individuals are equally valued and respected. Bullying, harassment, or victimisation of any individual will not be tolerated, and any allegations will be taken seriously and dealt with appropriately under the relevant procedure.

CEO/MD
17th July 2024



Michael Carr