



CROWTHORNE PROPERTY MAINTNENANCE LTD t/a CPM EQUAL OPPORTUNITIES POLICY

CPM (the organisation) aims to ensure quality and diversity within its workforce.

- We seek to employ a workforce which reflects the diverse community at large, because we value the individual contribution of people, irrespective of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic or national origin.
- We will treat all our employees with dignity and respect and will provide a working environment free from unlawful discrimination, victimisation or harassment on the grounds of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic or national origin.
- We will not tolerate acts which breach this policy and all instances of such behaviour, or alleged behaviour, will be taken seriously, be fully investigated and may be subject to our disciplinary procedures.
- We will make every effort if an employee becomes disabled to retain them within the workforce, wherever it is reasonable and practicable to do so.
- We will install facilities for people with disabilities in existing premises, wherever practicable to do so. Whenever we invest in new or refurbished premises, every effort will be made to provide for the needs of staff and customers with disabilities.

We will also provide services and products to our customers and clients without any form of unlawful discrimination.

Signed: Lee Waters Name: Lee Waters Date: 1st May 2024