

## POLICY STATEMENT

ICS is committed to promoting equality both as a provider of services to clients and as an employer. ICS will employ, train and develop employees based purely on their ability to carry out the work to be done. We will comply with the Equality Act 2010 and will make every effort to ensure that no person receives less favourable treatment due to:

- Gender
- Gender Identity
- Disability
- Race
- Religion or Belief
- Sexual orientation
- Marital or family status
- Colour
- Ethnic or national origin
- Gender reassignment
- Political beliefs
- Pregnancy and maternity

All employees are required work to this policy. Any employee who believes that he or she is being treated less favourably should raise the issue with their line manager or a company director.

This policy is issued to all staff.

A copy of our full Equal Opportunities is available on request.

Lloyd Thompson  
CEO  
Reviewed February 2021