



## Anti – Discrimination and Equal Opportunity Policy

JNR Civil is committed to creating a work environment which is free from discrimination and sexual harassment and where all members of staff are treated with dignity, courtesy and respect. This policy applies to all JNR Civil employees irrespective of their role or position within the company.

At all stages of the employment relationship with the company from initial recruitment through the terms and conditions of work, training opportunities and promotion to eventual retirement or termination, staff will be treated on their merits and valued according to how well they perform their duties. The company believes that all staff should be able to work in an environment free from discrimination, victimization, sexual harassment, abuse and the seeking of unnecessary information on which discrimination might be based. I consider these behaviours unacceptable and they will not be tolerated within JNR Civil.

Our staff contribute to the creation and maintenance of a discrimination free and inclusive workplace with a healthy workplace culture. However all staff have the responsibility to comply with this policy and report incidents to their manager and not to participate in any discriminatory or harassing behaviour.

This company recognizes the value of a diverse workforce and strongly support the principals of equal employment opportunities for all. Our business ethos of continual improvement means that our recruitment policies will be continually reviewed and redeveloped to not only attain legislative compliance but to continually ensure the principles of fairness and merit are upheld.

This policy is authorised for implementation by:

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Ali Sekman (Managing Director)

Date: 1/7/2017