

Equality and Diversity Policy

14/11/2023

Policy Statement

O'Malley Haulage Ltd recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair.

These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, geographical area, social class, income level or criminal record.

O'Malley Haulage Ltd is committed to a Policy of Equality of Opportunity which respects the identity, rights, and value of each individual.

O'Malley Haulage Ltd is positively committed to oppose all direct and indirect discrimination in the organisation.

O'Malley Haulage Ltd will:

- challenge discrimination and lack of opportunity in its own policy and practice and will encourage other organisations and individuals to do the same.
- aim to create a culture that respects and values each other's differences and recognises that difference/diversity is a great asset to the organisation – to its work and the people it serves.
- ensure all Employees, Sub Contractors and Company Members will be made aware of the objectives within this policy and encouraged to support its objectives.

Discrimination, bullying, harassment or exclusion are unacceptable and behaviour of this kind will not be tolerated. Any breach of this Equalities Policy will be promptly dealt with within the O'Malley Haulage Ltd Disciplinary Procedure.

Joining O'MALLEY HAULAGE LTD

- Diversity amongst members will be valued and individual skills will be promoted and utilised.
- The same opportunities for involvement will be provided for every employee with regards to training, election of officers, the formation of sub-groups and the delegation of tasks.

Conduct

- The Companies will not tolerate racist, sexist or discriminatory remarks during meetings or when conducting company business.

Training, development and supervision

- Training to raise awareness of equality and diversity issues will be offered to all employees of the company (and staff/ sub-contractors)
- Training will be provided to ensure that all employees are aware of the rights and responsibilities under the equality and diversity policy

Unacceptable behaviour

- Employees have a responsibility to report all incidents of harassment or discrimination to the management
- Incidents of discrimination or harassment will be treated seriously by the company and dealt with fairly
- The company will seek to put in place an adequate system or procedures in order to deal with any form of harassment, unfair discrimination, incidents or complaints.

Implementing and following the policy

- Employees will strive to become an example of equal opportunities by adhering to all responsibilities as outlined in the Equality and Diversity Policy
- The implementation and effectiveness of the Equality and Diversity Policy will be monitored and reviewed on an annual basis.

Signed



Adrian O'Malley
Position – Director
Date – 14/11/2023

Signed



Lisa Sweeney
Position – Quality Manager
Date – 14/11/2023