

## **CIM Equal Opportunities Policy**

CIM is an interior fit out company which also provides Aftersales services for its clients.

The Company is committed to eliminating discrimination and encouraging equality and diversity in all of its business activities, including the provision of services and employment.

The Company seeks to maintain a positive working environment in which we respect each other, our employees, subcontractors, clients and suppliers.

It is the policy of the Company that there shall be no discrimination or less favourable treatment of any person because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability (both physical and mental) or age, pregnancy or the fact they are a part-time worker or a fixed term employee.

This policy applies to everyone who works at CIM.

The policy applies equally to the treatment of our supply chain, applicants, visitors and clients by our staff and the treatment of our staff by these third parties.

The Company commits to engage, promote, and train staff on the basis of their capabilities, qualifications and experience without discrimination.

The Company will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, training and development, transfer opportunities, conditions of service, pay and benefits, health and safety, grievance and disciplinary procedures and termination of employment, including redundancy.

All employees will receive equal opportunity to progress within the Company, and the Company wishes to ensure that it has access to the widest labour market.

The Company will not tolerate direct or indirect discrimination, victimisation or harassment, whether intentional or unintentional. In the event of any of the above occurring, disciplinary action will be taken which may result in dismissal.

Overall responsibility for this policy rests with the CIM Directors.



**Director**

**06.01.2022**