

# BMK

**Blackmoor Knight Ltd**  
Mechanical & Electrical Engineers,  
Specialist Refurbishment Contractor

## DIVERSITY POLICY

The Company is committed to valuing and promoting diversity in all areas of recruitment, employment, training and promotion. The Company will work towards an environment that is based on meritocracy and inclusiveness, where all employees can develop their full potential, irrespective of their race, gender, marital status, age, disability, religious belief, political opinion, or sexual orientation.

This policy applies to all employees of the Company.

### Employer's Responsibility

- To comply with the letter and spirit of this policy.
- To value diversity in society and in our workforce as a means of broadening the Company's talent base, achieving the highest levels of performance, and enabling all employees to reach their full potential.
- To identify the various behaviours and barriers that discrimination can take, and understand the negative effect these can have on the Company and its employees and customers.
- To dispel the myth that only certain types of people are suitable for certain types of jobs or training.
- To monitor the application of the Diversity Policy, and work towards eliminating any discriminatory practices which may be limiting the Company's ability to achieve its objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of the Company's employees, shareholders, customers, and the public.

### Employee's Responsibility

- To comply with the letter and spirit of this policy.
- To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on the Company, your customers and colleagues.
- To be sensitive to the potential impact of your own behaviour on colleagues, customers and job applicants.
- To co-operate with management in the elimination of any discriminatory practices which may be identified.

The company seeks to uphold the spirit of the laws that set out how employers and individuals should act. The most important ones are: Equal Pay Act 1970; Sex Discrimination Act 1975; Race Relations Act 1976, the Disability Discrimination Act 1995 and the Employment Equality (Age) Regulations 2006.

Signed.....*DMG BRIMLEY*.....

Managing Director

Dated: 2022

