

It is the policy of Hercules Site Services Ltd to treat all employees, contractors and job applicants with fairness, inclusion and respect regardless of their gender, sexual orientation, marital status, race, colour, nationality, ethnicity or national origin, religion, age, disability or union membership status. We ensure that employees are recruited, developed, remunerated and promoted on the basis of their skills and suitability for the work performed. As partners of the Supply Chain Sustainability School we will actively promote the requirements associated with Fairness, Inclusion and Respect (FIR) and ensure we have FIR Ambassadors trained to monitor the requirements and support the wider industry.

The company will regularly monitor and review its policy, relevant procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

All employees have a duty to act in accordance with this policy, and therefore to treat colleagues with dignity at all times, and not to discriminate or harass other members of staff, whether junior or senior to them. This policy applies equally to the treatment of our visitors, clients, customers and suppliers, by our employees.

In some situations, Hercules Site Services Ltd may be at risk of being held responsible for the acts of individual members of staff and will not therefore tolerate any discriminatory practices or behaviour. Any act of discrimination by employees/contractors or any failure to comply with the terms of the policy will result in disciplinary action.

Hercules Site Services is committed to the implementation of this policy and ensuring the policy is, and continues to be fully effective.

The Managing Director shall review this policy annually or following significant changes.



Brusk Korkmaz
Director
Hercules Site Services Ltd

Approved on: 02/01/2018

