

Equality & Diversity Statement

As a company we are dedicated to the achievement of genuine Opportunity and Equality. We are proud of our workforce whom exhibit a diverse range of skills, knowledge and experience.

We always adhere to current Legislation and will consistently continue to educate and support our staff and business associates.

Responsibility

Every Synergy member of staff has a legal and moral responsibility to display equal treatment within the working environment and respect the diversity within the business. Any member of staff which acts out of accordance within the policy, will be held personally accountable and may lead to disciplinary.

Overall responsibility to ensure our Equality and Diversity Legislation is followed lies with the Managing Director, closely supported by the IT and Office Managers.

Applicability

This Policy covers all aspects of employment including pay, disciplinary and grievance procedures, recruitment, staff training and courses. We also apply the Policy to our customers, suppliers and contractors.

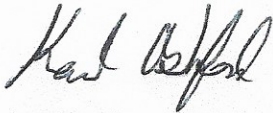
Equal Opportunities

Synergy's Policy forbids any acts of Victimisation, Discrimination and Harassment within it's environment. Everyone will receive equal treatment regardless of any of the following factors:

- Race
- Gender
- Sexual Orientation
- Nationality
- Religion

- Contracted Hours
- Disability

Any persons employed by the company will be so solely due to being a good match to the job description and company's business needs. We remain flexible where possible to meet the needs of individuals.



Karl Ashford

Managing Director

08th August 2019