

Diversity & Equal Opportunities Policy



Policy & Principles

Mace is committed to creating a workforce that strives for inclusion, understanding and acceptance and appreciation of differences. We aim to respond to changing realities with strong leadership, fair and proper management practices and persistence.

Mace is also committed to providing services to clients with fairness, impartiality, awareness and sensitivity, recognising and celebrating the differences within the diverse world we operate in. We believe that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, gender, marital status, sexual orientation, disability, religion or ethnic origin.

We will work in partnership with our employees, clients and contractors to apply the highest standards of compliance with our policy. The company will also, through its corporate responsibility activities, implement programmes to encourage social inclusion on its projects and in its workforce.

Mace policy

Mace is proud to be a multi cultural, diverse organisation. We value diversity and are determined to ensure that:

- we treat all individuals fairly, with dignity and respect
- the opportunities we provide are open to all – encouraging all staff to reach their full potential
- we provide a safe, supportive and welcoming environment for staff, clients and contractors, offering an environment free from discrimination, harassment and violence

We recognise that we still have work to do to secure a truly inclusive workforce, and we are committed to a wide ranging plan of action to tackle any issues of potential discrimination or harassment and promote diversity.

This policy forms part of the formal contract between Mace and its employees and also its clients and contractors.

Failure by staff to adhere to the company's policy will result in disciplinary action.

General policy

Diversity and equal opportunities in all aspects of our employment policy and practice are core values and cover everybody in our company. This means that we shall not discriminate in any way (either directly or indirectly) against any individual on grounds of age, gender, marital status, sexual orientation, disability, religion or ethnic origin. We believe diversity is an essential ingredient of the Mace culture and that the composition of our workforce should ideally reflect that of today's society.

We expect our Directors and staff to promote this approach in all aspects of their work and particularly their dealings with people. To support this we have a training programme called Managing @ Mace which covers many issues of managing and working with people, including modules on recruitment, induction, performance management, employment law and diversity.

Diversity & Equal Opportunities Policy



Policy & Principles

General policy

We particularly stress the importance of fair selection, training and promotion procedures and we shall consistently review our procedures to ensure that they comply with best practice.

The company will regularly monitor its employment decisions particularly relating to recruitment, training and promotion in conjunction with workforce information and records of job applicants.

The company will comply with all anti-discriminatory legislation.

- Gender
- Marital status
- Race
- Ethnic origin
- Religion
- Sexual orientation
- Age discrimination

The company recognise that employees or potential employees may suffer disadvantage due to discrimination in relation to the above factors and will promote equality of opportunity for all employees or potential employees.

The company will ensure that its employment practices tackle potential discrimination and promote equality.

Disability

The company will endeavour to promote the employment of disabled people, identifying suitable opportunities wherever possible. The company will also ensure that its employment practices tackle disability discrimination and promote disability equality.

We are committed to providing the necessary support, assistance and care to disabled employees. When an existing employee becomes disabled, we will make every reasonable effort to continue to provide suitable employment in the same job or a suitable alternative job. Furthermore, if necessary, we will provide relevant training or re-training.

Approval

A handwritten signature in black ink that reads "Kath Knight".

Kath Knight, Human Resources Director- Mace Group January 2007