

Capital Sky are an Equal Opportunities employer. The company operate a policy that no new applicant or existing employee receive less favourable treatment than others on the grounds of Ethnic origin, nationality, sexual orientation, Religious beliefs, sex or disability, or is disadvantaged by any other condition or requirement that is not essential for undertaking the tasks laid out by the specific position or job. The effectiveness of the company will only be improved by developing the skills and abilities of all employees' and the policy, above all else, aims to achieve this objective.

Employment with the Company and or progression within the Company will be determined solely by the application of objective criteria, personal performance and merit. With this in mind, recruitment and other employment decisions and procedures will be monitored and reviewed and, where necessary they will be changed to ensure that everyone is treated fairly.

Eliminating discrimination and providing equality or opportunity is wholly dependent on the personal commitment of all employees concerned not only with recruitment but also within the general wellbeing of the Company. Therefore, all have a personal responsibility for the implementation of the policy.

It is the responsibility of the Board of Directors to ensure that the line managers and other relevant decision makers understand Company policy and their position in the law and give appropriate training and guidance.

Direct or indirect discrimination, including but not limited to harassment or victimisation of a sexual or racial nature is not tolerated. Deliberate failure to observe the requirements of this policy will be subject to disciplinary action through the company's disciplinary procedure.

The Board of Directors have ultimate responsibility for the application of the content of this policy and is accountable for its implementation. Any employee who believes that they are being treated unfairly in any way associated with this policy is entitled to raise the matter through the nominated persons.

Signature


Martin Maloney
Managing Director

Date 16/05/2023

Next Review 16/05/2024