

Industrial Door Systems Ltd Equal Opportunities Policy

The Company, Industrial Door Systems Ltd, is committed to providing a working environment in which employees are able to realise their full potential and to contribute to business success irrespective of their gender, race or disability. This is a key employment value to which all employees are expected to give their support.

In order to create conditions in which this goal can be realised, the Company is committed to identifying and eliminating discriminatory practices, and attitudes throughout the organisation. The Company expects employees to support this commitment and to assist in its realisation in all possible ways.

Specifically, the Company aims to ensure that no employee or job applicant is discriminated against, either directly or indirectly, on the grounds of gender, race, colour, nationality, ethnic or racial origins, marital status, religion or disability. This commitment applies to all the aspects of employment outlined below:

- Recruitment and selection, including advertisements, job description, interview and selection procedure.
- Training.
- Promotion and career development opportunities.
- Terms and conditions of employment, and access to employment related benefits and facilities.
- Grievance handling and the application of disciplinary procedures.
- Selection for redundancy.

Equal Opportunities practice is developing constantly as social attitudes and legislation dictates. The Company will continue to review its policy and will implement changes to improve equality of opportunity. This commitment applies to all the Company's employment policies and procedures, not just those specific to equal opportunity.