



Equal Opportunities Policy

Policy Statement

Non Standard Socket Screw Ltd is committed to equality of opportunity and to maintaining a workplace where all individuals are treated fairly, with dignity and respect. We value diversity and inclusion as key to our continued success.

We fully comply with the Equality Act 2010, ensuring that no employee, applicant, or contractor is discriminated against on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Our Commitments

We will:

- Operate a zero-tolerance policy towards discrimination, harassment, or victimisation.
- Ensure fair and transparent recruitment, training, and promotion based on merit and ability.
- Maintain equal pay for work of equal value, regardless of gender or background.
- Foster a safe, inclusive environment where all employees feel respected and supported.
- Provide channels for confidential reporting and feedback without fear of reprisal.
- Review and update this policy regularly in line with current law and best practice.

Responsibility

The Managing Director is responsible for ensuring this policy is communicated and upheld across the company. All staff are expected to support its principles in daily conduct and decision-making.

Signed:

Mr Melvin White

Managing Director