
Equal Opportunity / Non-Discrimination Policy

Wilec (Fire & Security) Ltd is committed to comply with all laws, regulations and orders including the policies of the Council of Europe which pertain to non-discrimination, equal employment opportunity and affirmative action.

Therefore:

- Recruitment, appointments, assignments, promotions, terminations and other disciplinary actions shall be made without regard to political or religious opinion or affiliation, marital status, race, colour, creed, national origin, gender, sexual orientation, physical or mental disability or age. Wilec Ltd will ensure that reasonable accommodation will be made to facilitate the participation of persons with disabilities in all activities consistent with applicable laws, orders and policies. Exceptions may be made in matters involving bona fide occupational qualifications or where the policy conflicts with laws, rules, regulations or orders.
- Jane O'Connell, as Manager of Human Resources, will review and monitor personnel activities (such as recruitment, transfers and promotions) to ensure the equitable consideration of all qualified applicants;
- Any employee who is aware of or who believes that they have been subjected to discrimination prohibited by this policy should notify Jane O'Connell or their immediate Manager;
- Any employee who discriminates, harasses, intimidates, retaliates or who interferes in any way with the creation and maintenance of a fair working environment must understand that this conduct will not be tolerated and disciplinary action up to and including dismissal will be taken.

Management at every level will be held accountable for:-

- upholding and implementing this policy;
- maintaining a work atmosphere free of discrimination;
- using every opportunity to achieve the objectives of this policy (ie regular tool box talks on this subject).



Jane O'Connell
Director