



EQUALITY, DIVERSITY & INCLUSION POLICY

ALTIUS LIFTS LTD are committed to the active pursuit of an Equality, Diversity & Inclusion Policy which addresses the needs and rights of everybody in our employment to be treated with respect, dignity and in an environment in which a diversity of backgrounds and experiences is valued. This will enable us to meet our obligations under the Equality Act.

ALTIUS LIFTS LTD are also totally opposed to discrimination of any kind and we treasure and promote equality, diversity and inclusion within our company.

We will counter all forms of discrimination on the grounds of gender, marital status, family responsibility, health status, sexuality, age, disability, race, ethnic or national origin, colour, religious or political belief, class, mental health or for other reasons such as pregnancy, maternity or paternity.

We ensure that decisions made on pay, benefits or offers of training are made on a fair basis and are not altered by protected characteristics of our employees. This means that gender; age or religion will not be used as a reason to offer differing pay levels to people in similar jobs or to not provide benefits or training to certain employees.

All employees and visitors, have the right to freedom from harassment from both other employees and those not in our employment. They also have the right to be free from discrimination whether it be direct, indirect, associative or from perception. In addition, all our employees are entitled to fair access to the facilities we provide.

Our employees have the responsibility to challenge discrimination and to actively implement fairness and respect to all.

ALTIUS LIFTS LTD has a complaint and grievance procedure for reporting events which contravene the ethos of fair treatment. No one who uses this procedure will be subject to victimisation or different treatment because of this.

Our policy aims to create the conditions whereby prospective or existing employees are treated solely based on their merits, abilities and potential, regardless of any irrelevant distinction. ALTIUS LIFTS LTD are committed to a continuous programme of action both to implement our Equality, Diversity & Inclusion Policy throughout the company and to ensure its regular review.

OUR AIM IS TO EMBED THE PRINCIPLES OF EQUALITY, DIVERSITY & INCLUSION INTO EVERY ASPECT OF OUR WORKING LIFE.

Paula Bettridge

Paula Bettridge
Managing Director
Altius Lifts Ltd
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