

# YORKSHIRE PRECISION ENGINEERING LIMITED

## EQUAL OPPORTUNITIES AND DISCRIMINATION POLICY

Yorkshire Precision Engineering limited commands a wealth of experience in production and supply of precision components to clients and customers in a wide range of commercial activities

Supply of precision components covers a wide spectrum of applications and the company boasts several 'blue-chip' customers as 'partners'. This customer base contains clients from varied industry sectors including automotive, aerospace, marine, medical and surgical and the brewing industry.

Yorkshire Precision Engineering, based in the North of England, serves customers in the whole of the United Kingdom – and beyond.

As a global organisation we recognise our responsibility in building our community and, in turn, contributing to all communities, with which we have involvement. In order to effect to this we recognise the need to ensure that equal opportunities are afforded to all - regardless of culture, race, colour, disability, religious persuasion, gender, personal orientation or age.

This policy is applied through the whole spectrum of the relationship between individuals, communities and our organisation including:

- ✓ All aspects of recruitment (advertisement through to interview)
- ✓ Selection (based on merit)
- ✓ All aspects of the work environment (absence of threat and intimidation)
- ✓ Promotion (based on merit)
- ✓ Support for further training and education (all members of staff)

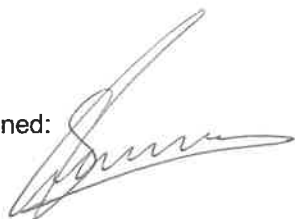
We acknowledge that this responsibility demands commitment from all members of the organisation and direction from senior management. In recognition of this we regularly review the training record of each individual and support the progress of training and education for all.

Inherent in this policy is the understanding and commitment to ensure all legislative demands, statutory guidelines and codes of practice, related to equal opportunities and discriminatory issues, are fully adopted – and their implications implemented.

Implementation of this policy, and all other company policies, is by the use of procedures, and instructions, which are fully communicated to all members of staff and associates.

Monitoring of this policy involves the collection and examination of information related to all current members of staff (culture, origin, religious persuasion etc) and all future decisions on recruitment and promotions. The results of such monitoring are reviewed by management to ensure the policy is being implemented effectively.

Signed:



Managing Director  
Samuel Laybourne

Date: 1<sup>st</sup> April 2023