



EQUAL OPPORTUNITIES POLICY

Performance Electrical Limited is committed to the principle of equal opportunities for all of its employees. The Company specifically prohibits discrimination, which is not justified in law or relevant to the performance of the individual's job.

The Company's policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic origin, sex, sexual orientation, marital or parental status, age, disability, trade union membership, religion or political beliefs.

Line managers are responsible for ensuring that this policy is implemented at all times.

If an employee believes that they have suffered discrimination, he or she should invoke the Grievance Procedure.

Where an employee is found to have discriminated against another employee or a job applicant, they will be subject to disciplinary action, which may include dismissal, under the Disciplinary Procedure.

The Management is constantly seeking to up-date it's awareness and has recently contacted the Commission for Racial Equality for further advice.

All our Apprentices are recruited under a formal training scheme administered by the JIB and all Apprenticeships are now linked to the Government's latest initiative "The Modern Apprenticeship".