

# Equality Policy Statement



**It is the objective of the Glass and Glazing Federation to ensure equal opportunity is maintained for all**

## **General:**

The Glass and Glazing Federation is fully committed to promoting equality in the workplace and will work vigorously to ensure that all employees are totally aware of its implications and best practices with all employees expected to follow these guidelines at all times.

The Glass and Glazing Federation will at all times recognise its legal obligations in this field but above all we will encourage an atmosphere of inclusiveness.

All future recruitment procedures will reflect a clear understanding of this organisation's equality policy with appointments being made on merit only.

As well as our employees, our suppliers and customers will be actively encouraged to follow our lead and adopt similar policies within their own organisations.

## **Equal opportunity:**

It is an established policy within this organisation that opportunities will be open to all including our customers and suppliers. In particular: -

The Glass and Glazing Federation will not discriminate against people from a range of backgrounds and lifestyles including:

- Age
- Disability
- Ethnic or national origin
- Gender
- Religion or Belief
- Sexual orientation

## **Remuneration:**

The Glass and Glazing Federation will reward all employees at the same rate for a defined job but recognize that differences in the level of experience will lead to variation pay.

## **Policy Review:**

This policy statement will be reviewed on a regular basis to ensure legal compliance but, more importantly, employee satisfaction.

## **Commitment made by:**

Nigel Rees, Chief Executive