

Equality Policy

Fileder Filter Systems is totally committed to the principle of equality in relation to employment and the service we provide.

In addition to being committed to achieving the highest standards of being technical specialists in the supply of liquid filtration equipment, the Company is committed to creating a working environment, in which visitors, customers, suppliers as well as employees; prospective and past, are treated with dignity and respect, that is free from direct and indirect unlawful discrimination, victimisation or harassment of people who have, are perceived to have or associate with someone who has a protected characteristic, being: disability, age, pregnancy, maternity, gender, sexual orientation, gender reassignment, marital status, race heritage, religion and nationality.

The aims of this policy are to ensure that:

- No-one receives less favourable treatment, on the grounds of disability (including mental illnesses such as dementia, depression, bipolar disorder, obsessive compulsive disorder and schizophrenia), age, pregnancy, maternity, gender, sexual orientation, marital status, race heritage, religion, nationality, or is disadvantaged by any conditions, requirements, provisions, criteria, procedures, or practices that cannot be justified, or victimised for taking action against direct or indirect discrimination.
- The organisation is free of unwanted conduct that violates the dignity of workers or creates an intimidating, hostile, degrading, offensive or humiliating environment.
- Opportunities for employment, training and promotion are equally open to all candidates regardless of their protected characteristic.
- Selection for employment, promotion, transfer and training, and access to benefits, facilities, and services, will be fair and equitable, and based solely on merit.

This policy applies to all aspects of employment, from recruitment to dismissal and former workers' rights. Fileder will take the following steps to ensure this policy is put into practice and achieves its ends:

- The policy will be a priority.
- The policy will be communicated to all workers and job applicants and will be placed on the company HR Portal.
- Training on the policy, and on an employee's rights and responsibilities under the policy, will be provided where necessary.
- Complaints regarding equality will be regarded seriously.
- Any suspected breaches of this policy are to be reported to management immediately without any intervention by the employee.
- Policies, procedures, requirements, conditions, provision, and practices will be reviewed regularly to ensure compliance.

The Managing Director has overall responsibility for the effective operation of this policy, although it is the responsibility of all staff to do everything, they can to ensure that the policy works in practice.

Owner Business Services (TR)
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