S H Structures Ltd are a privately owned company specialising in the design, supply, fabrication and installation of complex steel structures operating from office and factory premises in Sherburn-in-Elmet in North Yorkshire.

- **S H Structures Ltd** recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out the organisation's position on equal opportunity in all aspects of employment, including recruitment and promotion, and provides guidance and

- The company will encourage employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, disability as defined by the Disability Discrimination Act 1995, part-time and fixed term contract status, age, sexual orientation or religion.

- It is the policy of **S H Structures Ltd** to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.

- **S H Structures Ltd** recognises that adhering to the Equal Opportunities Policy combined maximises the effective use of individuals in both the company's and employees´ best interests. **S H Structures Ltd** recognises the great benefits in having a diverse workforce with different backgrounds, solely employed on ability.

- The application of recruitment, training, and promotion policies to all individuals will be on the basis of job requirements and the individual's ability and merits.

- All employees of the organisation will be made aware of the provisions of this policy.

S J Holden
Managing Director 10th January 2017