

Handy Rubbish Equal Opportunities Policy



Company Number: 14314389

Trading Name: Handy Rubbish (AM ONE LONDON LTD)

Registered Office: Unit 19, 1–13 Adler Street, London, England, E1 1EG

Website: www.handyrubbish.co.uk

Date of Issue: 01 January 2025

Valid Until: 01 January 2030 (reviewed annually)

Policy Statement

Handy Rubbish is committed to providing a workplace where everyone is treated with dignity and respect. We promote equal opportunities in employment and service delivery, and we comply fully with our obligations under the **Equality Act 2010**.

This policy is not contractual, but it sets out the principles and standards that guide our approach to equality, diversity, and inclusion. It applies to all employees, workers, and subcontractors engaged in Handy Rubbish's business activities.

We provide equal opportunities across all protected characteristics, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Our aim is for our workforce to reflect the diversity of the communities we serve, and for every individual to feel valued, respected, and able to contribute their best.

Our Commitments

Handy Rubbish will:

- Create an inclusive working environment where individual differences and contributions are recognised and valued.
- Promote dignity and respect at work, ensuring that bullying, harassment, and discrimination are never tolerated.
- Provide training, development, and progression opportunities to all staff on an equal basis.
- Regularly review employment practices and procedures to ensure fairness and equality of treatment.
- Ensure that employees, subcontractors, and representatives do not discriminate against or harass customers, clients, or colleagues.
- Treat breaches of this policy as misconduct, which may result in disciplinary action.

This commitment is fully endorsed and supported by Handy Rubbish's senior management.

Complaints and Enforcement

- All applicants, employees, and workers will be made aware of this policy and have access to it upon joining the business.

- Clients and customers may also be informed of our equal opportunities commitment.
- We take a strict approach to breaches of this policy. Serious or deliberate discrimination will be treated as gross misconduct and may result in dismissal or termination of contract.
- Anyone who believes they have been subject to discrimination should raise their concerns with their line manager or a Director. All complaints will be investigated promptly, treated confidentially, and handled appropriately.
- Victimisation or retaliation against individuals who raise genuine complaints of discrimination will not be tolerated. However, making false allegations maliciously or in bad faith will itself be treated as misconduct.

Responsibility

The Operations Manager has overall responsibility for implementing and monitoring this policy. The policy will be reviewed regularly and updated as necessary to ensure continued compliance with the law and best practice.

Signed:

Position: Managing Director

Handy Rubbish is a trading name of **AM ONE LONDON LIMITED** (Reg. No. 14314397).
Registered Office: Unit 19, 1–13 Adler Street, London, E1 1EG.