

Equal Opportunities Policy

FireText Communications Ltd

FireText is committed to providing a working environment in which employees are able to realise their full potential and to contribute to its business success irrespective of their gender, race, disability, sexual orientation, marital status, part time status, age, religion or belief.

This is a key employment value to which all employees are expected to give their support.

In order to create conditions in which this goal can be realised, FireText is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes throughout FireText. FireText expects employees to support this commitment and to assist in its realisation in all possible ways.

Specifically, FireText aims to ensure that no employee or candidate is subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, race (including colour, nationality or ethnic origin), disability, sexual orientation, marital status, part time status, age, religion or belief. This commitment applies to all aspects of employment, including:

- recruitment and selection, including advertisements, job descriptions, interview and selection procedures;
- training;
- promotion and career development opportunities;
- terms and conditions of employment, and access to employment related benefits and facilities;
- grievance handling and the application of disciplinary procedures; and
- selection for redundancy.

Equal opportunities practice is developing constantly as social attitudes and legislation change. FireText will keep its policies under review and will implement changes where these could improve equality of opportunity. This commitment applies to all FireText's employment policies and procedures, not just those specifically connected with equal opportunities.

Last Reviewed Dec 2021