



It is the policy of Krystan Ltd t/a Overlander to treat all employees and job applicants fairly and equally regardless of their sex, gender identity, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religious views, age, disability or union membership status.

Furthermore Krystan Ltd t/a Overlander will ensure that no requirement or condition will be imposed, without justification which could disadvantage individuals purely on any of the above grounds. The only exception to this would involve membership of extremist organisations that are proscribed by the UK government.

Krystan Ltd t/a Overlander will not tolerate bullying or intimidation of staff members, whether this be from other staff or from outside the organisation (e.g. from sales agents, customers etc.). This includes both physical or psychological bullying and can be in physical, verbal or written form.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

Krystan Ltd t/a Overlander will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

Krystan Ltd t/a Overlander is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective. The overall responsibility for the policy lies with company Directors. However, all staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Signed:

Position:

This revision dated:

Latest review dated: