

# **EQUALITY & DIVERSITY POLICY STATEMENT**

**The Managing Director takes responsibility for the Company's Equality & Diversity Policy.**

The Würth UK Ltd Equality & Diversity Policy Statement is fully supported by the management and has and will be communicated to persons undertaking all functions within the organisation.

Würth UK Ltd is committed to promoting equality and diversity in all aspects of its business. As an employer Würth UK Ltd aspires to promote a diverse, inclusive and representative working environment in which everyone is treated with dignity and respect. Equality and Diversity is a business issue; this policy embodies an ethical rejection of discrimination, not just a compliance with statutory requirements.

In pursuance of this policy, Würth UK Ltd aims to ensure that all staff, job applicants, clients and customers are treated fairly regardless of sex, marital or civil partnership status, race (which includes colour, nationality, ethnic or national origin), disability, sexual orientation, age, medical status and religion or belief.

The promotion of equality and diversity will be pursued through Würth UK Ltd recruitment and selection procedures, training, career development, disciplinary procedures and all other aspects of the Company's management. The main consideration in appointments is evidence of the ability or potential of the candidate to deliver a high quality performance in the requirement of the job.

Würth UK Ltd accepts that it will be judged on actions and results rather than well-meaning intentions.

## **Monitoring**

The vast majority of jobs need to be advertised internally and externally. Occasionally it may be necessary to make a direct appointment without advertisement. There will be a review of the reasons for any such direct appointment from time to time and all direct appointments will be included in the monitoring of recruitment.

## **Training**

Equality and diversity will form an integral part of management training in relation, for example, to recruitment and selection, appraisal, discipline and grievances. This is in order to ensure that unconscious bias is eliminated

## **Responsibilities under policy**

The Managing Director has overall responsibility for ensuring that the policy is implemented and operated effectively.

Managers are responsible for ensuring that the policy is promoted and maintained within their own area.

Employees are personally responsible for ensuring they do not, by their own actions, behaviour or attitudes, directly, indirectly or unintentionally breach this policy.

## **Enforcement**

Any employee who harasses or discriminates against any other employee on the grounds of gender, race, disability, sexual orientation, age, medical status and religion or is otherwise in breach of this policy will be subject to the Company's disciplinary procedure. In serious cases, such as behaviour will constitute in gross misconduct and, as such, may result in summary dismissal.

Staff who have reason to believe that they have been discriminated against refer to the Grievance Procedure.



Felix Piazza  
Managing Director  
Würth UK Ltd  
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