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.

"Würth UK Ltd is committed to ensuring that all staff, job applicants, clients, and customers are treated fairly regardless of sex, gender reassignment, marital or civil partnership status, race (including colour, nationality, ethnic or national origin), disability, sexual orientation, age, pregnancy and maternity, or religion or belief."

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 will to be advertised internally and externally. Occasionally it may be necessary to make a direct appointment without advertisement.

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. Ongoing training will address topics such as unconscious bias, intersectionality, and inclusive leadership to further strengthen its application.

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 behaviour will constitute gross misconduct and as such, may result in summary dismissal.

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



Felix Plazza
Managing Director
Würth UK Ltd
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