



Equal Opportunities Policy Statement

At KMS (Europe) Ltd, we are committed to fostering a diverse and inclusive workplace where everyone is respected, valued, and has equal access to opportunities. We believe that embracing diversity and promoting equality in the workplace is essential for our business's success and our employees' well-being.

Scope and Commitment

Our Equal Opportunities Policy applies to all employees, job applicants, contractors, and others who work with or for us. We are committed to providing equal employment opportunities regardless of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Parental status or dependents
- Religious belief, political opinion, or non-belief
- Race, colour, nationality, ethnic or national origin, including being an Irish Traveller
- Disability
- Sexual orientation
- Age

We are firmly opposed to any form of unlawful or unfair discrimination, harassment, or victimisation. All individuals will be treated fairly and respectfully in recruitment, training, promotion, and all other employment decisions.

Business Rationale

We recognise that a diverse and inclusive workforce drives innovation, enhances productivity, and creates a positive working environment. Promoting equality is not only the right thing to do, but it also supports the company's long-term success.

Key Principles of the Policy

To ensure that this policy is effectively implemented, we commit to the following actions:

- **Awareness & Education:** We will promote awareness of this policy across all levels of the organisation and provide guidance and training to ensure that everyone understands their rights and responsibilities.
- **Fair Treatment:** All recruitment, selection, and promotion decisions will be based on merit, qualifications, and the ability to perform the job, free from discrimination.
- **Training & Development:** We will ensure that all employees have equal access to development and training opportunities to enable them to reach their full potential.
- **Monitoring & Accountability:** We will regularly monitor and assess the effectiveness of our Equal Opportunities Policy's effectiveness, making necessary improvements to ensure continuous progress.
- **Grievances & Disciplinary Procedures:** We will establish clear, accessible procedures for addressing grievances related to discrimination or harassment and take appropriate action if violations of this policy occur. Non-compliance with the policy may result in disciplinary measures, including termination if necessary.



Responsibilities

All employees are expected to support the principles of equal opportunity in their daily work. Managers and supervisors ensure the policy is implemented effectively in their teams and departments.

Commitment to Continuous Improvement

KMS (Europe) Ltd is dedicated to promoting equality and eliminating barriers to participation. We will regularly review our policies, procedures, and practices to create the best working environment for all employees. By fostering equality, we aim to create a diverse, dynamic, and productive workplace where every employee can thrive and contribute to the organisation's success.

Governance and Review

This policy is reviewed annually and updated to reflect evolving best practices and stakeholder expectations.

Contact Information:

For inquiries or more information about this Equal Opportunities policy, please contact us at:

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Signed:		Emlyn Cole-Jones
January 2025	MANAGING DIRECTOR KMS (EUROPE) LTD	

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