



recruitment redefined

Equality, Diversity and Inclusion Policy

General

The principles of equality, diversity and inclusion (EDI) are central to our business and MPI Limited (MPI) opposes any form of less favourable treatment through direct or indirect discrimination.

MPI is determined to create a sustainable environment which is free from any forms of discrimination, harassment or bullying making certain that it is supportive, just and fair to all.

Scope

It is the policy of MPI to treat all employees, workers and job applicants fairly and equally regardless of their sex, sexual orientation, marital or civil partnership status, race, colour, nationality, ethnic or national origin, religion or belief, gender reassignment, age, disability, pregnancy, maternity or paternity, union membership status or any other group that have traditionally been marginalised in society.

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

Responsibility

Overall responsibility for EDI within MPI lies with the Operations Director who is responsible for ensuring that the policy is effectively implemented throughout the company.

All members of staff are required to comply with the EDI Policy and are responsible for ensuring that it is implemented in all of their dealings with colleagues, clients, applicants and anyone else with whom they come into contact during the course of their employment.

They are required to act in accordance with its objectives and remove any barriers to equal opportunity.

Implementation

MPI will take every step to ensure that all individuals are treated equally and fairly. MPI 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.

MPI believes that it is in their best interest and those who work in MPI to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

MPI is committed, wherever practicable, to achieving and maintaining a work force, which broadly reflects the community in which it operates.

All employment decisions will be taken solely on objective criteria and we aim to select the most appropriate person in terms of the criteria and when compared with all the others.

Furthermore, MPI will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals.

MPI 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.

Complaints

Any act of discrimination by employees or any failure to comply with the terms of the policy is a disciplinary offence which may lead to disciplinary action including dismissal.

Any complaint made regarding equality, diversity and inclusion shall be treated seriously and confidentially within MPI's complaints procedure.

Issue: 2

Reviewed: 15 June 2022

Approved by: E. Pearson Chairperson
Edward Pearson