



# Equal Opportunity Policy

Standard Group of Companies (SG) is committed to providing an Equal Opportunity Employment Environment.

Discrimination is unacceptable and equality of opportunity has been a long standing feature of our employment practices and procedure.

It is the policy of SG to:

- Ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- Communicate this policy to all our company stakeholders, including but not limited to, agencies responsible for our recruitment, our employees and contractors.
- Implement this policy in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.
- Maintain a neutral working environment in which no employee or worker feels under threat or intimidated.

Breaches of this policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

**Nageshwar Rao**  
Managing Director  
Standard Group of Companies

## Standard Group of Companies

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