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Diversity and Equal Opportunities policy

Landmark Press is committed to providing a working environment in which employees realise their full potential and contribute to business success irrespective of their gender, race, disability, sexual orientation, marital status, part time status, age, religion or belief. This is a key employment value.

In order to create conditions in which this goal can be realised, Landmark Press is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes. Landmark Press expects employees to support this commitment and to assist in its realisation.

Specifically, Landmark Press aims to ensure that no employee or candidate is subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, race (colour, nationality or ethnicity), disability, sexual orientation, marital status, part time status, age, religion or belief. This commitment applies to all aspects of employment:

- recruitment and selection: advertisements, job descriptions, interview and selection procedures;
- training;
- promotion and career development opportunities;
- terms and conditions of employment, and access to employment related benefits and facilities;
- grievance handling and the application of disciplinary procedures; and
- selection for redundancy.

We are committed to ongoing review and will implement changes where these could improve equality of opportunity.

We currently employ one full time employee with special needs; three staff in their seventies, and also some very young employees monitored by the Council and schools. We have regularly employed different nationalities and race.

Our policy has been developed in association with RBS Employment Advice Service.