

The DRH Collection Limited
Equal Opportunities Policy

The DRH Collection Ltd was established in 2004 to source, import and supply high quality ceramic and glassware to the retail and hotel/restaurant industries. We are based in Hackney, East London and employ 5 people.

Within The DRH Collection staff one of our employees is female, and another has both dyslexia and dyspraxia. The DRH Collection employees an ex-student from a London University. We also have employed a placement student for one year from a London University. Whilst amongst The DRH Collection investing shareholders 50% of them are female, and out of the entirety of the shareholders one is aged, and another has been diagnosed with a serious illness.

We ensure that we are aware of and comply with legislation including the Equal Pay Act 1970, The Race Relations Act 1976 and Amendment 2000, Disability Discrimination Act 1995, Sex Discrimination Act 1975, and the Age Discrimination Act 2006.

We aim to encourage, value and manage diversity in all areas of our, and our suppliers businesses and to be an equal opportunities employer. We are committed to providing equality for all and to this end we make real efforts to attain a workforce that is representative of the local community by ensuring that we would use as wide a selection of advertising mediums as possible. We believe in employing the most suitable candidate for any position, irrespective of race, gender, religion, or sexual orientation.

We will not accept discrimination on the grounds of gender, sexual orientation, marital status or gender re-assignment. Nor will we tolerate discrimination on the grounds of race, ethnic origin, colour, nationality, national origin, religion or belief, age or disability.

We will not tolerate victimisation, discrimination or harassment in any form and we make it clear that if any instances occur, they will be investigated and if proven then this deemed to be a disciplinary offence which could result in dismissal. We strive to ensure a harmonious atmosphere between all members of staff.

We believe that everyone should be treated fairly and on their own merit and ability. This policy is the ethos of our selection and recruitment procedure and applies to promotion and training and to discipline and dismissal. It is also the basis of salary reviews and bonus payments, where each employee is assessed solely on his or her performance and contribution to the overall success of the business.

We work with our clients and suppliers to ensure that they understand our ethos and we make it clear that fair treatment for all is expected and should be maintained. We encourage our merchandise suppliers to achieve Ethical Trading Status, and to ensure that these standards are enforced at all levels and constantly monitored.

This policy is posted on the Company Notice Board, it is also available in the staff handbook, and can also be downloaded from our website. All new employees are asked to read this policy during induction.

The Managing Director is responsible for this policy and its implementation and for investigating any instances of discrimination.

Signed

David Holmes

Dated
30th June 2009

The policy review date is 01 July 2010