

Equal Opportunities Policy

Sale Group (inclusive of Sale Service & Maintenance Ltd and Sale Maintenance Ltd) is an Equal Opportunity employer. This means that the Group's established policy is to ensure that no unlawful discrimination occurs, either directly or indirectly, against any person on the grounds of sex, marital status, race, religion, nationality or ethnic or national origin.

Direct discrimination is treating a person on one or more of these grounds less favourably than others are or would be treated in the same or similar circumstances.

Indirect discrimination is applying a requirement or condition which, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it and which cannot be shown to be justifiable.

Discrimination by victimisation is also recognised. Furthermore, the Company recognises that employees of all racial groups have a right to equal opportunity. This Policy of equal opportunity and treatment will apply whenever the Company is recruiting, transferring, promoting, assessing performance, disciplining or offering training or other opportunities for advancement.

It is recognised that the principal responsibility for providing equal opportunities in employment rest with the Company. Each employee and Manager is required to be familiar with, and to implement, this Company Policy and is urged to comply at all times with the spirit of Equal Opportunity Legislation and Codes of Practice.

It is the responsibility of each Manager within the Company that his or her treatment of employees, and the decisions and approach taken within their own sphere of operations are devoid of discriminatory practices.

The individual responsible for overseeing and checking upon the satisfactory implementation of this Policy is the Managing Director, who is empowered to thoroughly investigate and if appropriate redress, any identified or claimed discriminatory incident of practice.

The Managing Director and their Group Management Team will give full backing to this Policy and will support all those who endeavour to carry it out.



Signed: Peter Sale
Director Sale Service & Maintenance Ltd

Date: 4th January 2022



Signed: Collin Meaney
Director Sale Maintenance Ltd

Date: 4th January 2022