

AQUATIC CONTROL ENGINEERING LTD

Document Title: Social and Equality Policy

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sexual or racial nature, or abuse which is offensive to the recipient. Sexual harassment does not refer to behaviour which is mutually acceptable; it refers to behaviour which is personally offensive and which fails to respect the rights of others, and is such that it could interfere with an individual's performance and approach to work. This can include unwelcome physical or verbal communication/contact.

Victimisation (or bullying) involves intentional intimidation or belittling of an individual. The Aquatic Control Engineering Limited policy is to make every effort to provide a working environment free from sexual/racial discrimination, intimidation and bullying.

Aquatic Control Engineering Limited will not tolerate slavery or human trafficking by any of its employees, subcontractors and suppliers.

The following types of practises are examples of slavery and/or human trafficking and are prohibited:

- Exploitative practises
- Absence of remuneration
- Abuse of local employment laws
- Forced or compulsory labour
- Exploitation of migrant labour
- Detention of labourers
- Child Labour

Date: 31/05/2020

Signed:

A handwritten signature in blue ink, appearing to read 'S. Randall', is written over a light blue horizontal line.

Stephen Randall
Managing Director

Date Reviewed: 31/05/2020	Next Scheduled Review: May 2021
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