

# Equal Opportunities Policy Statement



## Our commitment to both fairness and equality in the workplace

Symphony is an equal opportunities employer. As such, we promise to do everything that is reasonably practicable to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, gender, race, disability, colour, ethnic or national origin, marital status, politics, religion or sexual orientation.

Furthermore, we undertake to ensure that all of our employees have access to training concerning discrimination and equal opportunities within the workplace. This includes relevant education and training opportunities to ensure the full use of their abilities and their development.

Where possible and within reason, we are committed to interviewing as many applicants with a disability who meet the minimum criteria for advertised vacancies and will consider them on their skills and abilities. In the event that an employee becomes disabled, we promise to make every effort to make reasonable adjustments to enable them to stay in employment.

Our policy and procedures are reviewed on a regular basis to ensure compliance and all plans and improvement actions will be communicated to employees.

When appointing external contractors and suppliers, we will ensure that this policy is brought to their attention. Organisations that do not have an equal opportunities policy will not be employed unless they agree to formulate or adopt one upon appointment to our approved list.

In recognition of the importance placed upon our approach to equal opportunities, the Managing Director assumes full responsibility for the implementation of this policy.

A handwritten signature in blue ink, appearing to read "R Bunton", enclosed in a light grey rectangular box.

Richard Bunton  
Managing Director