

Purpose

OAT Commercial is committed to creating and maintaining a working environment that is fair, inclusive and respectful for all employees, contractors, clients, suppliers and business partners.

We believe that diversity of backgrounds, experiences, skills and perspectives strengthens our business and improves the quality of the services we provide.

This policy sets out our commitment to equality, diversity and inclusion throughout our operations.

Scope

This policy applies to:

- Employees
- Directors
- Contractors and consultants
- Agency workers
- Job applicants
- Clients
- Suppliers and business partners

Our Commitment

We are committed to:

- Treating all individuals with dignity and respect.
- Providing equal opportunities in employment and business activities.
- Promoting an inclusive working environment.
- Preventing discrimination, harassment, victimisation and bullying.
- Making decisions based on merit, competence and business requirements.
- Encouraging diversity of thought, experience and background.
- Complying with all applicable equality legislation.

Equal Opportunities

Employment decisions including recruitment, promotion, training, development, performance management and remuneration will be based on objective criteria and business needs.

No individual will be treated less favourably because of their:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, nationality or ethnic origin
- Religion or belief
- Sex

- Sexual orientation

Nor will discrimination be tolerated on the basis of socio-economic background, caring responsibilities, working patterns or any other irrelevant factor.

Inclusion

We aim to create a workplace where everyone feels:

- Valued
- Respected
- Supported
- Able to contribute fully

We encourage open communication, collaboration and mutual respect throughout the business.

Recruitment and Selection

The company will:

- Recruit on merit and suitability for the role.
- Advertise opportunities fairly.
- Use objective selection criteria.
- Avoid discriminatory practices.
- Provide reasonable adjustments where appropriate during recruitment processes.

Training and Development

Employees will have fair access to:

- Training opportunities
- Professional development
- Career progression opportunities
- Performance support

Harassment, Bullying and Discrimination

The company operates a zero-tolerance approach towards:

- Discrimination
- Harassment
- Bullying
- Victimisation

Complaints will be taken seriously and investigated appropriately.

Responsibilities

Management is responsible for promoting equality, diversity and inclusion, leading by example and ensuring fair decision-making.

Employees and contractors are expected to treat others with respect, support an inclusive working environment and comply with this policy.

Monitoring and Review

The company will periodically review its policies, procedures and working practices to ensure they remain fair, inclusive and effective.

Review

This policy will be reviewed annually or when significant changes occur in legislation or business operations.