



Equal Opportunities Policy

Project X is committed to providing equality and fairness for all recruitment applicants and employees and not to discriminate against anyone because of their gender (including sex, marital status and gender reassignment), race (including ethnic origin, colour, nationality and national origin), disability, sexual orientation, religion, belief or age. In addition, it will not discriminate against anyone who is associated with another individual who is protected under equality legislation. We oppose all forms of unlawful and unfair discrimination.

All employees will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. The business is also committed to preventing discrimination of any type against its employees by third parties like suppliers, customers and the general public.

The responsibility for upholding this commitment is shared by and is intended to benefit, every employee.

Wherever it is practical, Project X will make any reasonable changes to the work environment or work practices that prove necessary to ensure that employees with special needs, including those with a disability, are given the same opportunity as able-bodied individuals in fulfilling their roles effectively.

Breaches of our Equality Opportunities Policy by an employee will be regarded as misconduct and could lead to disciplinary proceedings. If an employee has any concern, personal or otherwise, about discrimination, they should speak to the Project X Senior Management for confidential advice. Allegations of discrimination by an employee will be handled promptly, seriously and in confidence through the Project X Disciplinary Policy and Procedure. Allegations of discrimination by a third party should be made to the Project X Senior Management as promptly as possible after its first occurrence.

Last update: 02 September 2024

Next update: 01 September 2025



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