



## **Onesys Equality and Diversity Policy**

Onesys follows a strict policy on diversity. It aims to treat prospects, clients, suppliers and employees in the same way, regardless of their gender, sexual orientation, colour, and race, religion, belief, ethnic or national origin, marital status, disability or age.

Onesys will not tolerate any form of discrimination, victimisation, or harassment. Evidence of the above will be subject to investigation, which if substantiated, will result in disciplinary action and possible dismissal.

It is the company policy to recognise that the unique problems of disabled employees may require special arrangements to enable them to fulfill their duties. The Company will encourage any action which is reasonably practicable, for example, the adaptation of premises, the modification of equipment or the provision of special aids where necessary

Recruitment, training and promotion will be on the basis of job requirement and the individual's ability and fitness for the work.

To retain employees who become disabled whilst employed wherever possible the Company will provide job restructuring and retraining where appropriate. In all cases, the Company will seek advice if necessary from the local Disabled Employment Advisor. Also, appropriate training will be provided for disabled recruits and employees wherever possible.

It is each employee's duty to ensure that the Diversity Policy is implemented correctly. This policy ensures maximum effective use of its human resources in the best interest of the Company, the community, the employee and to ensure we fulfill our legal obligations.

Richard Knowles  
Managing Director

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