

DOORPAC LTD – EQUAL OPPORTUNITIES AND DIVERSITY POLICY	DATE: 06/07/2026
	ISSUE: 06 dcr 1072
	PAGE: 1 of 3
	APPROVED: M JENKINSON

EQUAL OPPORTUNITIES & DIVERSITY POLICY STATEMENT

In accordance with Equalities Act 2010 (UK), Doorpac Ltd is committed to being an equal opportunities employer.

The aim of this policy is to communicate the commitment of the Managing Director and the Management Team to the promotion of equality of opportunity, diversity and inclusion in Doorpac Ltd whilst recognising the differences between individual employees and the contribution they make to the organisation. As a minimum our policies and procedures will meet the requirements of the Equality Act 2010.

It is our policy to provide employment equality to all irrespective of:

Gender, marital or civil partnership status, having or not having dependants, religious belief or political opinion, race (colour, nationality, ethnic or national origins), disability, sexual orientation, or age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the promotion of equal opportunity and diversity within the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities and diversity policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilized fully to maximize the efficiency of the organisation.

SCOPE

This policy applies to all those who work for (or apply to work for) Doorpac Ltd, customers or suppliers.

COMMITMENTS

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- Complying with our own Equal Opportunities and Diversity Policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of Equal Opportunities & Diversity Policy as misconduct which could lead to disciplinary proceedings.

IMPLEMENTATION

The Managing Director has specific responsibility for the effective implementation of this policy. Each manager also has individual responsibilities and we expect all our employees to abide by the policy and help create the equality environment which is its objective.

To implement the policy we shall

- Communicate the policy to employees, job applicants and relevant groups (e.g. agency workers)
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives for all staff.
- Provide equality training/guidance as appropriate including training on induction.
- Ensure that those assessing candidates for recruitment will be trained in non discriminatory selection techniques.
- Incorporate equal opportunities notices into general communications practices e.g. intranet. As appropriate
- Obtain commitments from other organisations or agencies that they too will comply with the policy in their dealings with our organisation and our workforce.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

Where appropriate Doorpac shall monitor and review on a regular basis the extent of contractors/suppliers' compliance with legislation and Doorpac's Equal opportunities and Diversity Policy.

COMPLAINTS

Employees who believe that they have suffered from any form of discrimination, harassment or victimisation are entitled to raise the matter with the Managing Director through the internal complaints procedure. All complaints will be dealt with seriously, promptly and confidentially.

EQUAL OPPORTUNITIES & DIVERSITY POLICY	DATE: 30/06/2025
	ISSUE: 05 DCR 1027
	APPROVED: M JENKINSON

In addition to internal procedures, employees have the right to pursue complaints of discrimination to a tribunal however this would normally be done once the complaint has been raised first under internal grievance procedures.

Every effort will be made to ensure that employees who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Signed:



Position: Doorpac Ltd Managing Director