



**PhoenixRetail**  
Services

## **EQUAL OPPORTUNITIES POLICY**

**Phoenix Retail Services Limited is committed to treating all members of staff and applicants for employment in the same way, regardless of gender, sexual orientation, race, ethnic origin, marital status, age, disability, or religion.**

This commitment includes:

- The elimination of discrimination of any sort, including harassment.
- The promotion of equality of opportunity in employment.
- A continuing programme of action to make the policy fully effective.
- Employment policies that aim to ensure that people receive treatment that is fair, equitable, and consistent with their skills and abilities.
- Regular reviews of practices in recruitment, selection, promotion, and training to ensure they provide equality of opportunity.
- Monitoring the composition of the workforce, and its policies and procedures to ensure the Equal Opportunities Policy is being properly implemented. Staff and job applicants are expected to co-operate in this process.

Phoenix Retail Services Limited believes that everyone benefits from a working environment where respect for the individual is encouraged, and if any member of staff feels they have been treated in a way that is contrary to this policy the issue should be dealt with by a senior manager, or directly by the Managing Director.

Phoenix Retail Services Limited will make every effort to secure a satisfactory resolution, either by informal means, or formally through the Grievance Procedure.

*Phoenix Retail Services Ltd  
Equal Opportunities Policy, rev 3  
July 2008*