

Equal Opportunities Policy

Our Equal Opportunities and Diversity policy advisor and administrator is Kerry Adcock.

Our policy is reviewed annually each year.

All new employees are made aware of our document and are given a copy to keep when starting with the company. Our Managing Director will also run through the policy with them on their induction day at Pinfold Promotions Ltd.

It is also important for employees, when carrying out work for clients on their premises to make themselves aware of the client's Equal Opportunity and Diversity policy, and who is responsible at the client's site for this policy.

Pinfold Promotions Limited policy on Equal Opportunities and Diversity recognises that today's working environment in the UK means we work in a multi cultured environment and as such we support all our colleagues opinions and are determined to keep an open mind.

Pinfold Promotions Limited recognises that it is unlawful to discriminate on the grounds of:

Sex, including pregnancy and maternity
Marital status, including civil partnership status
Gender
Gender re-assignment
A person's disability
Race
Age
Sexual orientation
Nationality
Ethnic Origin
Religious beliefs
Trade union membership / or non membership
Full or part time worker

Pinfold Promotions Limited will ensure that companies in our supply chain have Equal Opportunity and Diversity policies, and where possible we will endeavour to have a diverse range of supplier companies.

We comply with the Human Rights Act of 1998 and with the code of practice and guidance issued by the Equality and Human Rights Act Commission.

Pinfold Promotions Limited does not differentiate between men and women in regards to pay, and all our employees are treated equally in this respect.

We do not discriminate on the grounds of age, and consider all requests to work beyond the age of 65.

We note that under the Disability Discrimination Act 1995, we must treat an employee or job applicant fairly on the grounds of their disability.

Pinfold Promotions supports flexible working for it's staff.

Pinfold Promotions Limited is an accredited member of the

This policy is reviewed and updated annually - November 2023