

# Waste Management Resources Limited

## Diversity & Equality Policy

The purpose of this policy is to provide diversity and equality to all in the employment of Waste Management Resources, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.

At Waste Management Resources, we oppose all forms of unlawful and unfair discrimination. All employees, whether part time, full time or temporary, will be treated fairly and equally and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop to their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of our business.

### **Our commitment:**

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense
- Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings
- This policy is fully supported by senior management and has been agreed with supervisors and employee representatives
- The policy will be monitored and reviewed annually

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Derek Cornwell  
Managing Director  
Waste Management Resources Limited  
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