

	Cox Management Services Ltd Equal Opportunity and Diversity Policy	Section No	QSOP 110
		Page No	Page - 1 - of 1

Equal Opportunity and Diversity Policy

Cox Management Services Ltd is the holding company for Cox Skips Ltd and The Recycling Partnership Ltd generally referred to within this policy as the 'Cox Group'. The Cox Group., or its' subsidiary companies recognise that it is essential to provide equal opportunities to all persons without discrimination.

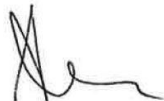
The Cox Group., or its subsidiary companies, are committed to eliminating discrimination and promoting equality and diversity within the policies and practices of the organisation. Discrimination could be direct or indirect and it may occur intentionally or unintentionally.

This policy is to apply to all personnel affected by the companies' activities. The Cox Group., or its subsidiary companies policy is to treat all personnel equally regardless of their:-

- Disability
- Gender
- Marital status
- Race or racial group
- Colour, ethnic or national origin
- Nationality
- Religion or belief
- Sexual orientation
- Age
- Pay Status

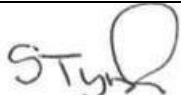
The Cox Group., or its subsidiary companies are committed to a programmed of action to make this policy effective and to bring to the attention of all employees who have a duty to act in accordance with this policy. All employees are to treat any personnel equally and not to discriminate at any time.

In developing and implementing the Equal Opportunities Policy, The Cox Group or its subsidiary companies are committed to complying with all current and any relevant future legislation and associated codes of practice.



Tony Page
Director

Date: 02/07/2019

Issued by: COX MANAGEMENT SERVICES LTD	Issue: 4		Date of Issue: 02/07/2019
---------------------------------------------------------	----------	--------------------------------------------------------------------------------------	--------------------------------------------