

Tauri-Tec Ltd.
2 Whitehorse Yard
78 Liverpool Road
London N1 0QD
England

Equal opportunities policy

Tauri-tec Ltd.

Tauri-tec Ltd is a London based I.T. consultancy focused on software development. It is the policy of Tauri-tec Ltd to treat all employees and job applicants fairly and equally regardless of their:

sex	marital status	ethnicity
race	colour	sexual orientation
age	religion	marital status
disability	nationality	union membership

This policy applies to all aspects of the company's operations. Specifically the following arrangements have been made to ensure that the company's policies on employment are fair and just:

- **Employment status:** All employees will receive equal rights within the workplace regardless of whether they are full or part-time staff.
- **Recruitment:** To keep this process as unbiased as possible, new employees are interviewed by several different members of staff including both directors and the head of their department. New employees are selected on the basis of their abilities and past work performance.
- **Conditions of employment:** The company uses a standard employment contract to ensure that all employees are afforded the same rights and privileges. Employee salary is based purely on the skills and experience of the employee.
- **Review:** All employment policies (including the equal opportunities policy) are reviewed every 6 months, to ensure that the company complies with the latest employment regulations. Employees are consulted during this meeting, on their views on the current equal opportunities policy, and how it can be improved.
- **Transparency:** The company's equal opportunity policy is distributed to all new employees, and is available on the company website.
- **Work environment:** All employees are entitled to a fair and equal working environment. No form of intimidation, bullying or harassment will be tolerated in the workplace. Similarly, breaches to the equal opportunities policy will be regarded as misconduct and could lead to disciplinary procedures.

The overall responsibility for the policy lies with the Equal opportunities officer. However all staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity. This policy is implemented within the framework of the relevant legislation, which includes:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006

This policy is the responsibility of **Edward Suvanaphen**, Tauri-tec Ltd Equal opportunities officer, and will next be reviewed in:

Review date:

Signed:

Current Date: