

Crosby Straightpoint Diversity & Equality Policy Statement

Crosby Straightpoint, part of Kito Crosby, opposes all forms of unlawful and unfair discrimination and is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce.

We recognise our legal obligations under the Equality Act 2010 to promote diversity and eliminate discrimination in the workplace, and this policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, sexual orientation, gender reassignment, marital status, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or social class.

In order to implement and maintain this policy, the Company ensures that:

- All employees, whether part time, full time or temporary, will be treated fairly and equally;
- 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;
- 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 their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation;
- Anyone who feels they have been subject to discrimination is encouraged to raise their concerns so we can apply corrective measures;
- Our employment practices and procedures are regularly reviewed so that fairness is maintained at all times.



Kevin Coote

A handwritten signature in black ink that reads 'Kevin Coote'.

Plant Manager
Crosby Straightpoint

Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

The competence and awareness of all staff is regularly reviewed to ensure the effectiveness of their contribution to maintaining this policy.

As part of our internal and external communication procedures and staff training programmes, it is ensured that this policy, and associated other information, is communicated, understood, implemented and maintained at all levels within the organisation, and made available to relevant interested parties.

This policy is implemented through the Company and is regularly reviewed by top management to ensure its continuing suitability, and relevance, and at other times, following any changes to the Company organisational structure, business activities or safeguarding and other diversity and equality related procedures.

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