

# Equal Opportunities Policy

GHP Consultancy is firmly committed to ensuring that all business operations and recruitment policies are underpinned by a comprehensive and sincere approach to equal opportunities. The Company will not unlawfully discriminate on grounds of gender, sexual orientation, ethnic origin, disability, marital status or religious beliefs.

Our commitment to equal opportunities;

- Value                                    understanding and encouraging the benefits derived from having a broad range of employees from different cultural, social and personal backgrounds
- Workplace                                ensuring that employees have a safe and fair working environment in which they may operate without fear of discrimination or harassment
- Practices                                    encouraging each individual to take personal responsibility for the implementation of this policy
- Recruitment                                all of our recruitment procedures including advertising, interviews and selection processes will be underpinned by a policy of equal opportunity for all applicants/candidates
- Employment                                all employees will be offered terms of employment including remuneration and conditions of work on an equal basis with other employees
- Development                                each employee will have equal access to training and development opportunities valuing the unique talents of our employees and nurturing & promoting these talents
- Respect                                        providing effective official procedures for complaints, grievances and discrimination & harassment allegations. No employee will be penalised for raising a complaint, grievance or discrimination/harassment allegation unless it is untrue and made in bad faith.

The Partners of GHP Consultancy will monitor and review this policy on an annual basis.

Equal Opportunities Policy approved August 2004. Reviewed August 2006.

**Paul D Davies**  
**Managing Partner**