

Equal Opportunities, Inclusion, Diversity and Dignity at Work Policy Statement	SWGR/CPoS/012 Issue 12, January 2025
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SWGR is an equal opportunity employer and is fully committed to a policy of equality, diversity and inclusion by treating all of our employees and job applicants equally. SWGR will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability.

In promoting equality, diversity and inclusion, we want everyone to have access to jobs, training and development opportunities and for all people to be treated fairly in a work environment in which all employees are included and treated with respect and dignity and that is free of any discrimination or harassment. SWGR does not condone any form of harassment, whether engaged in by employees or by outside third parties who do business with SWGR. Employees have a duty to co-operate with SWGR to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying.

The company recognises the contribution that our inclusive, flexible, responsive and diverse workforce makes in today's multi-cultural society. Our recruitment policy encourages applications from all suitably qualified and experienced people from all sections of the community as we are committed to promoting a company culture of equality, diversity and inclusion and by doing so we are ensuring fair and open access to development opportunities. This means that everyone within the organisation is performing at their best by having the opportunities to realise their full potential which is to the mutual benefit of the individuals, the company and our clients.

Any breaches or suspected discriminatory acts or practices or suspected cases of harassment must be reported to the Managing Director or the Head of HR.

Signed:



Raj Sinha
Group Managing Director