



Diversity & Equal Opportunities Policy  
Integrated Management System



## Zitron UK Diversity & Equal Opportunities Policy

### Policy brief & purpose

Zitron UK recognises that there is a strength in diversity. We aim to actively promote diversity and fully comply with all equal opportunity requirements.

Zitron UK aims to be an equal opportunity organisation and has developed this policy for this purpose.

This policy covers all aspects of employment from vacancy advertising, selection, recruitment and training to conditions of service and reasons for termination of employment. We also apply the same policy when selecting contractors to work with us on projects and for longer term working relationships.

As we grow as an organisation our long term aim is that the composition of our workforce and partners should reflect that of the community in terms of racial origins, gender and disability.

Our primary consideration is to ensure that anyone who works with for Ziton UK is capable of meeting the requirements of the position or task under consideration.

The requirement being met, no employee or contractor will be discriminated against on the basis of their sex, sexual orientation, race, colour, ethnic origin, nationality (within current legislation), disability, marital status, caring or parental responsibilities, age or beliefs on matters such as religion and politics.

To ensure the effectiveness of this policy (and for no other purpose) Zitron UK will maintain records of employees and applicants racial origins, gender and disabilities.

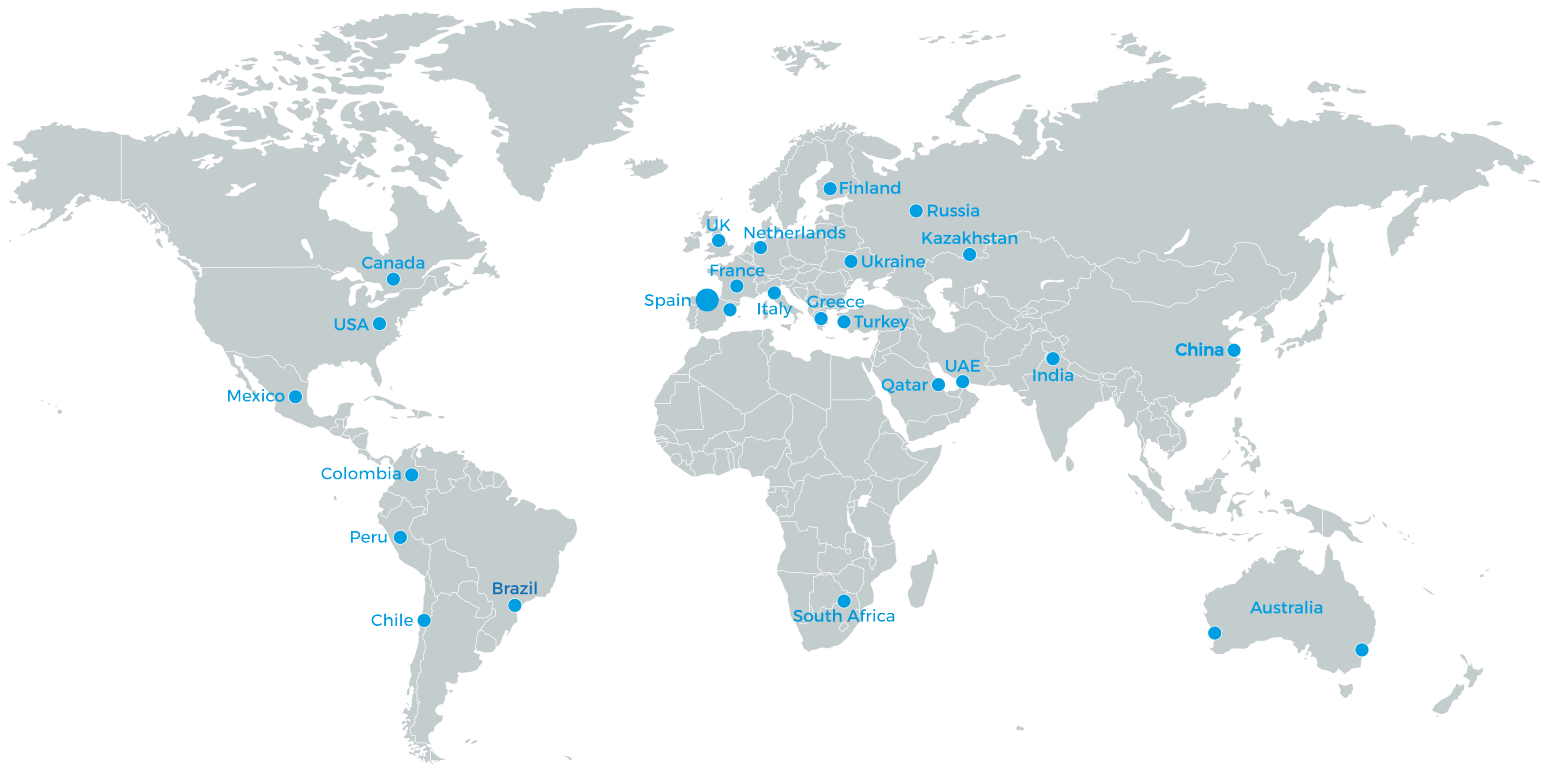
**Policy Owner:** Joaquín Muñiz Cortina

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## ZITRÓN GROUP

Since 1963 ZITRÓN has been at the forefront of providing customers with cutting-edge, tailor-made solutions for their ventilation system requirements for underground infrastructures such as road, rail, metro tunnels and mining.

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