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**EQUAL OPPORTUNITIES POLICY STATEMENT**

**April 2016**

DPSS Cabling Services are specialists in Design Solutions, Install, Test & Commission of Electrical and Communication Systems, Mechanical and Electrical and associated works.

It is DPSS' policy and aim to treat all job applicants and employees in the same way, regardless of their gender, race, age, faith, sexual orientation or disability.

We will monitor the composition of the workforce on a regular basis, to ensure this policy is effective.

This policy applies to the advertising of positions, the recruiting of applicants, their training, conditions of work, pay and to every other aspect of employment. This policy also applies equally to the treatment of our customers.

Any member of staff may use the grievance procedure if they wish to raise an issue of discriminatory conduct. DPSS actively encourages and promotes an environment where it's staff feel able to raise such grievances and no individual will be penalised for raising such grievances unless it is untrue and made in bad faith.

Any employee who contravenes this Equal Opportunities policy will be subject to the Company's disciplinary procedure.



D. A. Oates  
**Managing Director**