



Equal Opportunities
Policy

Overview

Sprint Logistics aim to be an equal opportunity employer and have a policy for this purpose. The policy covers all aspects of employment, from vacancy advertising, selection recruitment and training to conditions of service and reasons for termination of employment and is given to all employees when commencing employment with Sprint Logistics in the Employee's handbook.

To ensure that this policy is operating effectively (and for no other purpose) Sprint Logistics maintains records of employees' and applicants' racial origins, gender and disability.

Ongoing monitoring and regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.

Sprint Logistics long-term aim is that the composition of our workforce should reflect that of the community. Where necessary, special steps as permitted by the relevant Acts of Parliament, will be taken to help disadvantaged and/or underrepresented groups to compete for jobs on a genuine basis of equality.

Sprint Logistics EOEP, and the measures to implement it, has been devised based on advice from the relevant bodies as well as in consultation with appropriate employee representatives. The Managing Director is responsible for the effective operation of the company's EOEP.

Vacancy Advertising

Wherever possible, all vacancies will be advertised simultaneously internally and externally. Steps will be taken to ensure that knowledge of vacancies reach underrepresented groups internally and externally.

Wherever possible, vacancies will be notified to job centers, careers offices, etc. with significant minority group rolls, as well as to minority press/media and organisations. All vacancy advertisements will include an appropriate short statement on equal opportunity.



Selection and Recruitment Process

Selection criteria (job description and employee specification) will be kept under constant review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job.

Wherever possible, more than one person is to be involved in the selection interview and recruitment process, and all are trained in equal opportunities.

Wherever possible, women, minorities and disabled persons will be involved in the shortlisting and interviewing processes. Reasons for selection and rejection of applicants for vacancies are recorded.

Trading, promotion and condition of service

Underrepresented groups will be encouraged to apply for training and employment opportunities with Sprint Logistics. Wherever possible, special training will be provided for such groups to prepare them to complete on genuinely equal terms for jobs and promotion.

However, actual recruitment to all jobs will be strictly on merit.

Wherever necessary, use will be made of lawful exemptions to recruit suitably qualified people to cater for the special needs of groups.

Wherever possible, efforts will be made to identify and remove unnecessary and unjustifiable barriers and provide appropriate facilities and conditions of service to meet the special needs of disadvantaged and/or underrepresented groups.

Personnel Records

In order to ensure the effective operation of the EOEP (and for no other purpose) a record will be kept of all employees' and job applicants' gender, racial origins and disability.

Where necessary, employees will be able to check/correct their own record of these details. Otherwise, access to this information will be strictly restricted these records will be analysed regularly.

Objectives

Ensure that Sprint Logistics has access to the widest labor market and secures the best employees for its need.

Ensures that no applicant or employee receives less favorable treatment, and that, whether possible, they are given the help they need to attain their full potential to the benefit of Sprint Logistics and themselves.

Achieve an ability-based workforce, which is in line with the work population mix in the relevant labor market areas.

The cooperation and all employees are essential for the success of this policy. However, ultimately responsibility for achieving the policy's objectives and ensuring compliance with the relevant Acts of Parliament as well as the various codes of practice lies with Sprint Logistics and its directors. Behavior or actions against the spirit and letter of the laws on which this policy is based will be considered serious disciplinary matter.

Find out how our logistics solutions can support your business, call us on +44 (0) 208 751 1111 or email sales@sprintlogistics.com