

RBL Equal Employment Opportunity (EEO) Policy

1. Policy

RBL wholeheartedly supports the principles and practices of Equal Employment Opportunities (EEO) as a means of ensuring all applicants and partners have equal opportunity to achieve their potential.

We are committed to ensuring equality of opportunity in all forms of paid employment and therefore reject unfair discrimination on any grounds, including race, nationality, ethnic origin, sex, disability, religion, sexual orientation, age and marital status.

RBL believe EEO to be good business practice. We believe that our organisation will benefit from a diverse workforce. We are committed to recognising and valuing different skills, talents, experiences and perspectives of our partners. This will apply in all aspects of partner relations. All policies and procedures will be reviewed to ensure equal opportunities for partners. We are committed to employment decisions being made on the basis of relevant merit.

2. General Principles

a) The prohibited grounds of discrimination under the Human Rights Act 1993 are:

- Sex
- Marital status
- Religious belief
- Ethical belief
- Colour
- Race
- Ethnic or national origins
- Disability
- Age
- Political opinion
- Employment status
- Family status
- Sexual orientation

- b) Managers are responsible for selecting and employing partners solely on an impartial assessment of their ability to achieve the excellent performance standards needed to obtain the company's goals;
- c) RBL's ability to attract, motivate and retain high calibre partners is significantly increased if they draw from all possible sources of talent;
- c) Managers shall provide for the personal development of partners and give opportunity and training to enable partners to achieve their full potential;
- d) Managers are responsible for making certain that each and every partner enjoys a working environment free from harassment of any kind;
- e) Managers are responsible for ensuring that remuneration appropriately rewards the level of authority, responsibility, accountability, technical competence and achievement of the position and person;

3. Procedure

- a) Managers are responsible for auditing and monitoring their current employment practices to determine whether discriminatory barriers to opportunities exist for some partners;
- b) Managers must make themselves familiar with company recruitment practices and correct interviewing procedures (see recruitment manual);
- c) Regular reviews of RBL's physical environment are to be conducted to ensure suitable access and facilities (where practicable) for partners with special needs or disabilities.

Related Policies: Human Rights Act