



3/4 Heol Rhosyn  
Dafen Park  
Llanelli  
Carmarthenshire  
United Kingdom  
SA14 8QG

Tel: +44(0)1554 740500  
Fax: +44(0)1554 740501  
E-mail: [info@paigroup.com](mailto:info@paigroup.com)  
Web: [www.paigroup.com](http://www.paigroup.com)

## **Ref - Equal Opportunities Policy 2024**

### **1 Introduction**

- 1.1 This Statement sets out the policy of PAI Group of Companies (The Company) in respect of any employee, self-employed person and contractor under our control, as it relates to equal opportunities.
- 1.2 Provided that persons referred to in 1.1 above adhere to the provisions contained within this policy, they will normally be considered to have demonstrated compliance with their conditions of employment or contract insofar as they refer to equal opportunities.
- 1.3 All persons referred to in 1.1 above are to be made aware of the contents of this Policy and become familiar with the conditions laid down therein.
- 1.4 A copy of this policy statement will be held in the reception area of our offices and be made freely available for inspection by any person having reason to examine it.

### **2 Policy**

- 2.1 The Company wholeheartedly supports the principle of equal opportunities and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, being married or disability.
- 2.2 We believe that it is in the Company's best interests, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end, and within the framework of the law, we are committed wherever practicable to achieving and maintaining a workforce which broadly respects the local community in which we operate.
- 2.3 Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job-related criteria.
- 2.4 In addition to our responsibilities as employers, the Company policy stated herein will also apply to all other aspects of our operations, particularly with regard to our treatment of, and level of services offered to, clients and customers, whether they be individuals, groups or corporate bodies. Anyone having dealings with PAI Group of Companies will thus be able to rely on consistent and equal treatment.



### 3 Statutory Provisions

3.1 In implementing this policy, the company will consider the requirements of the current edition of the following legislation:

- \* The Race Relations Act 1976
- \* The Race Relations Amendment Act 2000
- \* Sexual Discrimination Act 1975
- \* Equal Pay Act 1970
- \* The Disability Discrimination Act 1995
- \* The Disability Discrimination Act 2005
- \* Gender Recognition Act 2004
- \* Employment Equality (Sexual Orientation) Regulations 2003
- \* Employment Equality (Sexual Orientation), (Religion or Belief), (Amendment) Regulations 2007
- \* Employment Equality (Age) Regulations 2006
- \* Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- \* Fixed-Term Workers (Prevention of Less Favourable Treatment) Regulations 2002
- \* Work and Families Act 2006
- \* Employment Act 2002
- \* Equality Act 2006
- \* Employment Relations Act 2006
- \* Human Rights Act 1998
- \* Civil Partnership Act 2004

### 4 Implementing the Policy

In order to put this policy of equal opportunities into practice in the day-to-day operation of the Company, we will as appropriate:-

- 4.1 Set explicit, measurable and achievable objectives and targets.
- 4.2 Provide training and guidance for key decision makers such as managers and supervisory staff and those involved in personnel and management practises.
- 4.3 Monitor the existing workforce in respect of the application and effects of the policy.
- 4.4 Examine and review existing procedures for recruitment, selection, promotion and training.
- 4.5 Develop mechanisms for resolving grievances about unfair discrimination and harassment.
- 4.6 Identify any scope for using lawful positive action training and encouragement and then put the necessary arrangements in hand.
- 4.7 Review this policy on a regular basis.
- 4.8 Should any employee suffer any problems or difficulties in respect of equal opportunities in their employment, or should they have reason to believe that a colleague may be experiencing such difficulties, they may approach the signatory of our Health & Safety Policy, who will at all times treat any information provided in complete confidence and take such measures as are deemed necessary to ensure that the matter may be resolved with the minimum of distress to the person concerned and any others who may be affected.



## 5 Policy Review

- 5.1 This Policy and its associated documentation will be reviewed after changes in legislation, changes in the structure of the Company, in the light of additional knowledge or information becoming available, and in any event annually.
- 5.2 Records of reviews and amendments will be kept in the appropriate section at the front of the safety, health and environmental manual.

## 6 Responsibility for Policy Implementation

- 6.1 The overall responsibility for the implementation of this policy is vested in the undersigned, who will be assisted as necessary by South Wales Safety Consultancy Limited, who are available to provide support and advice on strategy and day to day matters.



Name Paul Adams

Position Senior Shareholder, CEO & Managing Director,  
The PAI Group of Companies, PAI, Vaughan  
Sound Installations Ltd, Lighting Integration Ltd,  
PAI Holdings Ltd.

Date: 4<sup>th</sup> January 2024



Name Richard Vaughan

Position Director, The PAI Group of Companies, PAI,  
Vaughan Sound Installations Ltd, PAI Holdings  
Ltd.

Date: 4<sup>th</sup> January 2024

