

## **EQUAL OPPURTUNITIES POLICY**

Avantgarde Tiling has employees from various backgrounds with diverse beliefs, different ages and life experiences working side by side. It is the richness of this diversity and the positive impact that it has on the company, that has contributed over the years to our success.

We know that this diversity is something to value and encourage and our Equal Opportunities Policy highlights our commitment to maintaining and building on our strengths by ensuring equality and diversity is integral to everything we do.

We have introduced training programmes to promote equality of opportunity for our employees. Our programmes give the opportunity to our personnel to develop their skills or aspirations regardless of their role within the company.

We have likewise enabled female and male alike to work in a flexible way, to benefit from their presence at home with their children, where necessary. This has contributed to minimum disruption during recent years, where the COVID 19 outbreak has affected our operations (and globally in general) from the head-office.

We have promoted initiatives to facilitate and foster good relations between people from different groups.

We organise small events to promote the gathering and interaction between our employees and we ensure that people have the opportunity to engage with and participate in the planning and delivery of our services.

We are making sure that we give equal consideration to people's needs and develop flexible and responsive employment opportunities to address those needs.

We encourage and support employees to reach their full potential within the resources we have available to us.

We provide training to relevant employees so that they can actively put this policy into practice.

We take appropriate action against incidents of harassment, bullying or discrimination, and offering support and advice to victims or witnesses to incidents.

We take disciplinary action against employees who discriminate against people who work within our organisation.

Barbara Zanasi  
Avantgarde Tiling Ltd  
Managing Director

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