

## Equality and Diversity Policy

PCT Healthcare has a policy of providing equal opportunities to our staff and customers regardless of race, nationality, religion/belief, gender, sexual orientation, marital status, civil partnership status, age or disability.

In particular the Company will not discriminate in areas of pay, terms and conditions of employment or promotion to its members of staff, or services offered to its customers.

We are committed to taking positive steps to ensure that:

- Staff and customers are treated fairly and with respect
- All our customers have the same access to the services and facilities we offer
- All members of staff work in an environment free from bullying or harassment
- Training and promotion opportunities are available to all members of staff
- Our mix of staff members reflect, where possible, the broad mix of the population
- Policies and procedures are reviewed regularly in our branches to promote diversity awareness

If you believe that you are not accorded equal treatment you should raise the matter under the grievance procedure.

