EMPLOYMENT POLICY

LIVING WAGE

Merthyr (South Wales) Ltd "the Company" believes that working people should receive a living wage.

To this end, the Company is committed to paying all employees, contractors and third parties working at the Company at least the current UK National Living Wage.

EQUALITY

The Company is an Equal Opportunities Employer.

It is the Company's policy to ensure that all job applicants and employees are treated fairly on merit regardless of their sex, sexual orientation, marital status, age, race, colour, nationality, national or ethnic origin or disability. All employees should ensure that they do not by their own actions, behaviour or attitudes directly or indirectly or unintentionally discriminate against job applicants or employees. Any acts of discrimination will be treated as disciplinary offences; these will include, for example, discrimination in selecting recruitment, promotion or training, refusing to work with or for a person because of her or his race, sex or disability.

HARASSMENT

All employees have the right to be treated with dignity and respect by their colleagues and as such the Company is committed to providing a working environment free of any harassment or intimidation.

Any harassment, whether sexual, racial or on the grounds of disability, is unlawful. Harassment is any conduct related to sex, sexual orientation, marital status, age, race, colour, nationality, national or ethnic origin or disability which is unwanted or offensive to the individual involved, or which causes the individual to feel threatened, humiliated, or harassed or which interferes with the individual's performance, undermines their job security or creates a threatening or intimidating work environment. Harassment is damaging to the individual and to the Company and will not be tolerated. It will be treated as a disciplinary offence and in serious cases will constitute gross misconduct and may lead to summary dismissal.

Lyndon Jones, Director

January 2019