



## **Equal Opportunities Policy**

Pinnacle Access Services believes that its work force should reflect the community and that all groups and communities within that community should have an equal share of the company's employment opportunities, regardless of colour, race, creed or age. Pinnacle Access Services aims to be an equal opportunity employer and has a policy for this purpose.

This policy covers all aspects of employment, from vacancy advertising, selection of recruitment and ongoing training conditions of service and reasons for termination of employment.

To ensure that this policy is operating effectively (and for no other purpose) Pinnacle Access Services records of employees and applicants racial origins, gender and disability.

Ongoing monitoring and regular analysis of such records provide the basis for an appropriate action to eliminate unlawful direct/indirect discrimination and promote equality of opportunity.

Pinnacle Access Services long term aim is that the composition of our workforce should reflect that of the community. Where necessary, special steps as permitted by law will be taken to help disadvantaged and/or underrepresented groups to compete for jobs on a genuine basis of equality.

This policy and the measures to implement it have been devised on the basis of advice from relevant bodies and in consultation with appropriate Union and employment references.

The Managing Director is responsible for the effective implementation of the policy.

A copy of the policy is available from the Managing Director

A handwritten signature in black ink, appearing to read 'Lee Hill'.

**Lee Hill**  
**PINNACLE ACCESS SERVICES**  
**Director**  
May 2016