

### Policy Statement:

Phoenix STS Ltd. is committed to promoting equality and ensuring everyone is treated respectfully and with dignity. We strive to create an environment free from discrimination, harassment, and victimisation, where all individuals have equal opportunities to succeed and contribute.

### Scope:

This policy applies to all operations, including recruitment, training, promotion, and service provision. It covers all employees, contractors, clients, and delegates.

### Principles:

- **Non-Discrimination:** We do not tolerate discrimination on any grounds, including but not limited to age, gender, race, ethnicity, religion, disability, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity.
- **Equal Opportunities:** We are committed to providing equal opportunities in all aspects of employment and training.
- **Respect and Dignity:** All individuals are entitled to respect and dignity.

### Implementation:

- **Training and Awareness:** Regular training on equality and diversity issues will be provided to all staff. This will help in recognising and combating implicit biases and promoting inclusivity.
- **Recruitment and Promotion:** Recruitment, selection, and promotion procedures will be objective, transparent, and free from bias.
- **Accessibility:** We will make reasonable adjustments to ensure our services are accessible to all, including those with disabilities.
- **Monitoring and Review:** Regular monitoring will be undertaken to assess the effectiveness of this policy. The policy will be reviewed periodically and updated as necessary.

### Addressing Grievances:

- **Reporting Mechanism:** A precise mechanism is in place for reporting discrimination or harassment.
- **Investigation and Action:** All complaints will be taken seriously and investigated promptly. Appropriate action will be taken against individuals in breach of this policy.

### Responsibility:

- **Management Responsibility:** Management and all those in supervisory roles uphold and implement this policy.
- **Employee Responsibility:** All employees must adhere to this policy and support the creation of an equal and respectful work and training environment.

### Communication:

This policy will be communicated to all employees, clients, and delegates and available on the company website.

This Equal Treatment Policy sets out Phoenix STS Ltd.'s commitment to creating a fair, respectful, and inclusive environment. Regular training, awareness, and a transparent reporting and investigation process are critical to its

Phoenix STS Ltd t/a Phoenix Safety Training Services | Registered in Ireland No.: 491221

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effective implementation. Regular reviews will ensure the policy remains relevant and effective in promoting equality.

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