

Disability Policy

Digestors Silos and Tanks Ltd are committed to equal opportunities for all, irrespective of disability, as stated in the Equal Opportunities Policy, and is committed to the principles of the Disability Discrimination Act 1995. This policy statement and associated procedures are a statement of intent by Digestors Silos + Tanks Ltd.

It is unlawful to discriminate against disabled persons in connection with employment, the provision of goods, facilities and services or the disposal or management of premises, and in the employment and education of disabled persons.

Within the legislation, disability is defined as a physical or mental impairment, which has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities.

Responsibility

The purpose of this statement is to provide guidance and information on how best to integrate the principles and practice of equality in respect of disability into all aspects of Digestors Silos and Tanks Ltd. All members of staff are responsible for playing their part in achieving the aims of this policy.

The Directors and senior managers in Digestors Silos and Tanks Ltd fully support the policy and have ultimate responsibility for its implementation and development.

Policy Commitments

Access

Digestors Silos and Tanks Ltd will endeavour to undertake all reasonable steps to:

- to improve access for all persons: employees, customers and visitors, in the built environment, and to services.
- ensure that whenever possible the best standards are incorporated into all new reconstructed or altered buildings.
- provide efficient information to people with disabilities regarding matters which affect them, including equal access to information, decision-making and means of communications.
- develop minimum standards for all printed publicity.

Employment

The legislation makes it unlawful for an employer to discriminate unjustifiably/unreasonably against a disabled person in the field of employment. It also places a duty on employers to make reasonable adjustments to prevent any substantial disadvantage which a job applicant or disabled employee may experience in comparison with non-disabled people. Such adjustments may include where economic alterations to premises, equipment, selection procedures, training, work procedures, etc. The employer is under an obligation to make such adjustments if he or she has knowledge of an employee's disability, or could reasonably be expected to know of it.

It is Digestors Silos and Tanks Ltd's intention to appoint the best person for the job, and to do so legally. Equally it is committed to ensuring that disabled people receive full and proper consideration throughout the whole recruitment process.

Digestors Silos and Tanks Ltd will:

- Consider areas of under-representation within the workforce, and any positive measures, which can be adopted to redress this.
- Welcome applications from disabled people.
- Monitor all aspects of the recruitment process and workforce statistics in order to identify action required to implement this policy successfully.
- Ensure that disabled employees have equality of opportunity with regard to career development.
- Retain, wherever possible, employees who become disabled in post. Appropriate retraining and rehabilitation will be considered.
- Work closely with the individual and, if required specialist agencies in implementing the policy.
- Send copies of the relevant job vacancy (in the preferred medium where possible) to all people with disabilities who request these.

Managing Director

S. Carneiro

Date 1 October 2022