

Franco Fire Detection Ltd

Fire Alarm & Emergency Lighting Systems

Installation-Maintenance-Repairs

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In accordance with

Fire Alarms - **BS5839-1:2002+A2:2008**

Emergency Lights - **BS 5266-1:2005**

Equal Opportunity & Discrimination Statement

Franco Fire Detection Ltd abides by all relevant equal opportunity and discrimination regulations. Therefore Franco Fire Detection has prepared the following statement to outline the main specification of its equal opportunities and discrimination obligations.

It is unlawful to discriminate against a person at work because of their:

- sex (this also covers equal pay issues);
- marital status;
- disability;
- race;
- colour;
- nationality;
- ethnic or national origin;
- religion or belief (religious, not political, philosophical or other belief);
- sexual orientation;
- gender reassignment;
- age.

Discrimination can be either direct or indirect. Direct discrimination occurs when a person is treated less favourably at work because of one of the categories listed. For example, if an African employee is not selected for promotion because they are black, this is direct discrimination.

Indirect discrimination occurs where a particular employee cannot meet a requirement, which is not justifiable in terms of the work, and they are at a disadvantage as a result. For example, if the employer only gives training to full-time workers, this would indirectly discriminate against women, as most part-time workers are women.

Further, the discriminatory act can give rise to a claim even though the employee is not of the protected group. For example, white male employees may make a claim on their own behalf if they are told not to serve an Asian or woman customer.

At Franco Fire Detection equal opportunity and discrimination is taken very seriously and is regulated within our employment law consultancy.

Mr Colin Crummack
Managing Director

4th May 2010