

## Equality Policy

The purpose of this policy is to provide equal opportunities to all in employment, irrespective of their gender, race, disability, age, sexuality, religion, beliefs, marital status and social class. LMIS strongly opposes all forms of unlawful and unfair discrimination.

We recognise and respect the common values of the **EU Charter of Fundamental Rights 2012**, which is based on universal values of human dignity, freedom, equality and solidarity. LMIS contributes to these values by protecting the following rights:

- Equality before the law (Article 20)
- Non-discrimination (Article 21).
- Cultural, religious and linguistic diversity (Article 22)
- Equality between women and men (Article 23)
- Integration of persons with disabilities (Article 26)

LMIS commits to ensure that

- Every employee is entitled to a working environment which promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- We prohibit any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientations.
- Equal opportunities for all in the workplace, demonstrates good management practice and makes sound business sense.
- Any breaches of our equal opportunity policy will be regarded as misconduct under the terms of our disciplinary process. A severe breach could constitute gross misconduct.

This policy is fully supported by the senior management of LMIS and will be monitored and reviewed annually.

## What is discrimination?

Discrimination can only take place in connection with the protected characteristics. A particular event could give rise to one or more type of discrimination.

The main types of discrimination are:

**Direct discrimination** – this happens where someone is treated less favourably than another because they have a protected characteristic, or they are perceived to have a protected characteristic.

**Associative discrimination** – this applies to the following protected characteristics: race, religion or belief, sexual orientation, age, disability, gender reassignment and sex. This happens where someone is treated less favourably because they associate with another person who possesses a protected characteristic.

**Perceived discrimination** - this applies to the following protected characteristics: race, religion or belief, sexual orientation, age, disability, gender reassignment and sex. This happens where someone is treated less favourably because they are perceived to have a protected characteristic. This applies even if the person does not have the protected characteristic.

**Indirect discrimination** – this applies to the following protected characteristics: race, religion or belief, sexual orientation, age, disability, gender reassignment and sex. This happens where there is a condition, rule, policy or practice that applies equally to everyone but has the effect of being disadvantageous to a particular group who share a protected characteristic.

**Harassment** – this is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Employees can complain of behaviour they find offensive, humiliating etc even if not directed to them and they need not have a protected characteristic themselves.

**Victimisation** – this applies to all protected characteristics and happens when an employee is treated less favourably because they have made or supported a complaint or raised a grievance or they are expected to do so.

Any concerns regarding discrimination of any kind should be raised via the LMIS Grievance Policy and procedure.