



Remfry & Sagar
ATTORNEYS-AT-LAW

Equality & Diversity Policy

EQUALITY & DIVERSITY POLICY

INTRODUCTION

Recognising that different perspectives and experiences add value to professional services rendered by the Firm, we encourage diversity and equality amongst all members irrespective of gender, race, ethnic origin, disability, age, nationality, sexuality, religion or belief, marital status and social class.

All members of the Firm are treated equally. The Firm opposes any form of unfair discrimination thereby creating a safe and welcoming atmosphere for everyone. Selection, promotion, job responsibility and all benefits of engagement with the Firm are solely based on aptitude and ability.

OUR COMMITMENT

1. To provide all members of the Firm with a working environment promoting dignity and respect.
2. Promoting equality of opportunity and diversity in every capacity we work and across all members of the Firm.
3. To provide equal employment opportunity in hiring and promotion and maintaining an environment promoting equality in employment.
4. To monitor and assess equal pay to all members of the Firm commensurate to their contribution and dedication to the Firm.
5. To ensure that no member is disadvantaged by instances of harassment, discrimination, intimidation or otherwise offensive and provocative remarks.
6. Encouraging gender equality and/or recruitment from under-represented groups and ensuring equality in career progression.
7. Recognising and valuing the differences and individual contribution of each member of the Firm.
8. Providing support and encouragement to each member aiming to increase individual contribution through enhancement of skills and abilities.
9. To provide reasonable adjustments for people with any disabilities to ensure safe and comfortable access / working environment.
10. To ensure that members' religion or beliefs and related observances are respected and accommodated wherever possible and where the expression of those beliefs does not impinge on the legitimate rights of others.
11. To ensure that grievance and disciplinary measures are carried out fairly and uniformly for all members of the Firm, whether resulting in giving disciplinary warnings, dismissal or other disciplinary action.

Every member of the Firm has a personal responsibility to help implement and promote this Policy. Any violation will be regarded as misconduct and may lead to disciplinary action.
