

Equal Opportunities, Harassment & Dignity at Work Policy

Cranswick was formed in the 1970's by a group of farmers in East Yorkshire to produce animal feed and market pigs, and has subsequently evolved into a business focussed on the food sector, joining the Stock Market in 1985. We operate from a number of farms and processing sites that collectively produce fresh pork and poultry, gourmet sausage and bacon, cooked meats, charcuterie, food to go, and pastry products which are supplied to leading food retailers, food service companies and other food manufacturers.

Aims of the policy

We are an equal opportunities employer and we aim to treat all employees and job applicants equally and fairly, in line with current legislation and industry best practice.

Basic Principles

We will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications.

When making decisions regarding employees or job applicants, we will do so without regard to race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, marital status, age, disability or trade union membership (the "protected characteristics").

We will take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity, and are free of harassment based upon protected characteristics. We do not condone any form of harassment.

We will take disciplinary action against you if you are found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation. Serious breaches of this policy will be treated as potential gross misconduct and may result in dismissal without notice.

Your obligations

You have a duty to co-operate with us to ensure that this policy is effective in promoting equal opportunities and preventing discrimination or harassment. You can be held personally liable in an Employment Tribunal, as well as, or instead of, the Company for any act of unlawful discrimination.

If you suspect any discriminatory acts or practices, or cases of harassment, tell your Manager immediately.

Do not victimise or retaliate against an employee who has made allegations or complaints of discrimination or harassment, or who has provided relevant information. Such behaviour will be treated as potential gross misconduct any may result in dismissal without notice.

Recruitment, advertising and selection

We will conduct our recruitment process with the sole aim of selecting the most suitable person for the job in terms of experience, abilities and qualifications.

We will ensure that job adverts encourage applications from all suitably qualified and experienced people. Where possible we will –

- Advertise in a range of publications to avoid excluding applicants of a particular gender, age, sexual orientation, religion or racial group;

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For Cranswick plc:

Cranswick