

Equal Opportunities and Race Relations Statement

CMP Resolutions is striving to be an equal opportunity employer and, as such, opposes all forms of unlawful and unfair discrimination. We believe that all people have the right to be treated with dignity and respect. We are committed to equality of opportunity in the provision of employment, training, dispute resolution and consultancy and welcome all those who respect this policy.

The Equal Opportunities policy aims to ensure everyone has full access to our company and the range of services we offer, irrespective of gender, disability, sexuality, race, class, religion or political beliefs; particularly that:

- Employees and sub-contractors are given the full range of support, training and development opportunities.
- Employees and sub-contractors are enabled to be aware of issues associated with discrimination.
- Anti-discriminatory practice is an essential element of all interaction with client, participants and contacts and CMP.
- Forums are provided for the discussion of issues associated with discrimination to develop good practice and enhance awareness skills.
- Employees and sub-contractors are aware of the impact of discrimination on people's willingness and capacity to communicate, respect and manage differences.

By putting our equal opportunities policy into practice, CMP has resolved to create a working environment that supports the dignity of all at work and which is free from harassment, intimidation, bullying and victimisation. This policy will be communicated to employees, temporary staff and sub-contractors during their induction and as part of the set of Policy and Procedures which they receive on appointment.