

Equal Opportunities, Diversity & Inclusion Policy

Mammoth Recruitment and HR Services Ltd

Policy Statement

Mammoth Recruitment and HR Services Ltd is committed to promoting equality, diversity and inclusion in all aspects of our business and recruitment activities.

We believe that everyone should be treated fairly, with dignity and respect, regardless of their background or personal characteristics.

We are committed to ensuring that all candidates, clients and business partners receive equal treatment and are not subject to unlawful discrimination.

Our Commitment

Mammoth Recruitment and HR Services Ltd will:

- Promote equal opportunities in recruitment and selection.
 - Assess candidates solely on their skills, qualifications, experience and suitability for a role.
 - Treat all individuals fairly and with respect.
 - Challenge discriminatory practices where identified.
 - Work with clients who share our commitment to equality and diversity.
 - Comply with all relevant equality legislation.
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Protected Characteristics

We do not discriminate on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, nationality or ethnic origin
- Religion or belief
- Sex
- Sexual orientation

as protected under the Equality Act 2010.

Recruitment Practices

Mammoth Recruitment and HR Services Ltd is committed to:

- Advertising vacancies fairly and inclusively.
 - Providing equal access to employment opportunities.
 - Encouraging applications from suitably qualified individuals from all backgrounds.
 - Making reasonable adjustments where required.
 - Ensuring recruitment decisions are based solely on merit.
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Client Relationships

We will not knowingly support discriminatory recruitment practices and reserve the right to challenge or decline instructions that may breach equality legislation.

Reporting Concerns

Any concerns regarding discrimination, harassment or unfair treatment should be reported to:

Katie Chalmers

Email: Katie@mammothhr.uk

Telephone: 07860 677848

Review

This policy will be reviewed periodically to ensure continued compliance with applicable legislation and best practice.

Mammoth Recruitment and HR Services Ltd

Registered Office: Castledyke House, Castledyke Bank, Gipsey Bridge, Boston, PE22 7BW

Company Registration Number: 17217362