



PriorityWaste[®]

Your waste is our priority

Equal Opportunities and Diversity Policy

Version: 4

Date: 28th October 2025

1. Policy Statement

Priority Waste Limited (“the Company”) is committed to maintaining a working environment that provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or belief, age, or sexual orientation.

This Policy aims to eliminate unfair and discriminatory practices within the Company and to encourage full participation from our diverse community. The Company is committed to actively opposing all forms of discrimination.

We also strive to provide services that are inclusive and non-discriminatory, ensuring that clients and customers have equal access to the goods and services we supply. The Company believes that all employees, subcontractors, and clients are entitled to be treated with dignity and respect.

Any personal data collected in connection with this Policy will be processed in accordance with the Company’s Data Protection Policy.

2. Objectives of this Policy

2.1 To prevent, reduce, and eliminate all forms of unlawful discrimination in line with the **Equality Act 2010**.

2.2 To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy, and dismissals are determined on the basis of capability, qualifications, experience, skills, and productivity.

3. Designated Officer

Name: Nikolay Tovirov

Position: Operations Director

Telephone: 0800 078 9580

4. Definition of Discrimination

Discrimination is unequal or differential treatment which results in one person being treated more or less favourably than others in similar circumstances, on the grounds of a protected characteristic as defined by the Equality Act 2010.

Discrimination may be **direct** or **indirect** and includes discrimination by **perception** and **association**.

5. Types of Discrimination

5.1 Direct Discrimination

Occurs when a person or policy intentionally treats someone less favourably on the grounds of a protected characteristic.

5.2 Indirect Discrimination

Occurs when a policy, criterion, or practice applies to everyone but disproportionately disadvantages people from a particular group, without a justifiable reason.

Example: Requiring all employees to be over six feet tall would indirectly discriminate against certain ethnic groups if the requirement is not job-related or objectively justified.

5.3 Harassment

Unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

5.4 Victimisation

Occurs when someone is treated less favourably because they have made or intend to make a complaint, or have supported someone else's complaint, under equality legislation.

6. Unlawful Reasons for Discrimination

6.1 Sex

It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy, maternity, gender reassignment or transgender status. This applies equally to men, women, and those undergoing or intending to undergo gender reassignment.

The Company recognises that, under current UK law (as clarified by the 2025 High Court ruling), the protected characteristic of “sex” refers to biological sex, while the separate protected characteristic of “gender reassignment” provides protection for individuals who are transitioning, have transitioned, or intend to transition.

Sexual harassment of any individual can constitute sex discrimination.

Example: Asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of sex.

6.2 Age

Unlawful to treat someone less favourably because of their age. This applies to people of all ages.

6.3 Disability

Unlawful to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to enable access to employment, training, and promotion opportunities.

6.4 Race

Unlawful to discriminate based on race, colour, nationality, or ethnic origin.

6.5 Sexual Orientation

Unlawful to treat someone less favourably because of their sexual orientation, whether heterosexual, homosexual, or bisexual.

6.6 Religion or Belief

Unlawful to discriminate because of religion, belief, or lack thereof.

7. Positive Action in Recruitment

Under the **Equality Act 2010**, the Company may take proportionate steps to encourage applications from groups with different needs or a history of disadvantage or low participation.

Positive action will only be used in **tie-break situations**, where two candidates of equal merit are being considered.

8. Reasonable Adjustments

The Company is committed to making reasonable adjustments to support the employment of disabled persons. Adjustments may include:

- Modifying premises or working environments
- Reallocating duties or transferring roles
- Allowing time off for medical treatment or rehabilitation
- Providing training, mentoring, or specialist equipment
- Relocating to a more suitable office or workstation
- Adjusting working hours or procedures

Employees who believe they may require reasonable adjustments should contact the **Designated Officer**.

9. Responsibility for Implementation

All employees, subcontractors, and agents must act in a way that does not subject others to discrimination, harassment, or victimisation.

Senior staff are responsible for promoting compliance with this Policy and ensuring its consistent application.

Employees may be personally liable for acts of discrimination and could be required by an Employment Tribunal to pay compensation.

The Company takes full responsibility for achieving the objectives of this Policy and ensuring compliance with all relevant legislation and codes of practice.

10. Acting on Discriminatory Behaviour

Any employee who is the subject of, witness to, or accused of discriminatory behaviour should refer to the **Company Handbook** for procedures and reporting steps.

11. Advice and Support

Employees seeking advice or support regarding discrimination may contact:

Equality and Human Rights Commission

Helpline: 0808 800 0082

Textphone: 0808 800 0084

Website: www.equalityhumanrights.com