Digestors Silos and Tanks Ltd

Equality Policy Statement

Digestors Silos and Tanks Ltd will ensure that along with other aspects of diversity and equality for staff is mainstreamed and embedded in all our policies, practices and procedures and their outcomes, our policy protects people against discrimination, harassment or victimisation in employment. Digestors Silos and Tanks Ltd will act by:

1. Regularly examining and reviewing policies, practices and both formal and informal procedures for inequitable outcomes. The progress and outcomes of its Equality Policy will be reviewed every three years

2. Building equality into its broader strategic planning and review processes

3. Identifying and addressing patterns of under-representation

4. Promoting activities that encourage equality and harmony

5. Acting promptly in response to any complaint of discrimination, harassment or inequitable treatment

6. Developing and monitoring action plans necessary, incorporating these into existing review cycles and mechanisms where possible, covering all relevant areas such as:

    - recruitment and progression of staff
    - research
    - access and participation
    - management and governance
    - staff contract status, appraisal and training
    - complaints and disciplinary action
    - external service delivery

7. Ensuring that the following roles are understood and implemented:

    - All staff are required to attend/have access to appropriate training to ensure that they are aware of the requirement to promote equality and do not unwittingly discriminate

- It is the responsibility of all members of staff, including directors,
- Senior staff and managers, to ensure that equality and fairness are integral to work they do and the decisions they make
- Departments and individuals with a role in external contracting are responsible for ensuring the services being provided to Digestors Silos and Tanks Ltd are in compliance with the Equality Act 2010
- Trade Unions are responsible for actively engaging in policy development and promoting the policy among their members
- Ensuring that all management and staff are aware that Digestors Silos and Tanks Ltd take race equality extremely seriously and disciplinary action may be taken against management or staff who do not conform to this policy

Managing Director S. Carmichael

Date 1 October 2026