



Equal Opportunity Policy

Jumar's Commitment

Jumar Solutions embraces diversity and will seek to promote the benefits across all our business activities. We seek to develop a business culture that reflects best practice in diversity and will endeavour to continually review the media in which we recruit to ensure as diverse an employee and candidate base as possible.

Jumar is committed to diversity and shall adhere to such a policy in all its dealings with new employees, workers and applicants. We will review on a regular basis all aspects of recruitment to avoid unlawful or undesirable discrimination. Jumar will treat everyone equally irrespective of sex, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, political beliefs or membership or non-membership of a Trade Union or spent convictions and places an obligation upon all staff to respect and act in accordance with the policy. Jumar is committed to providing training for its staff in equal opportunities practice.

Jumar shall not discriminate unlawfully when deciding which candidate/temporary worker is submitted for a vacancy or assignment, or in any terms of employment or terms of engagement for temporary workers. Jumar will ensure that each candidate is assessed only in accordance with the candidate's merits, qualifications and abilities to perform the relevant duties required by the particular vacancy.

Jumar will not accept instructions from clients that indicate an intention to discriminate unlawfully.

Jumar will uphold employment legislation providing for equality of opportunity and fairness to all. The company aims to create and uphold a working environment in which everyone can give of their best, which is free from harassment and bullying and in which decisions are based on merit.

The Directors of Jumar Solutions are fully committed to this policy.