



At Clearwater DC 2001 Ltd we operate and make every effort to ensure that a working environment exists where all employees are treated with courtesy, dignity and respect irrespective of gender, race, colour or sexual orientation.

All efforts are geared to eliminating all bias and unlawful discrimination in relation to job applicants, employees, our business partners and members of the public.

This goes hand in hand with Clearwater DC 2001 Ltd Values.

Where possible, we will try to make information accessible to people with any sensory impairment and to people whose first language is not English. All training courses will advertise options for signers, interpreters, large print, inclusive of all health, safety and environment training.

Listening to each other and sharing ideas, issues, problems and opportunities. Building trust with our customers, suppliers, working with integrity and transparency.

Use common sense to share what we know, both good and bad.

Working together to deliver the best possible solution for all concerned. This involves using, sharing and respecting the different skills, knowledge and experience of everyone involved.

Working together to deliver the best solution.

Be aware of cultural differences, for example it is important to realize that for some ethnic minority groupings. eye contact may not be usual behaviour.

Signed

Murray Pitcairn
Managing Director

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