

Our Company Profile

SIMEC Engineering Ltd (“Company”) is a mechanical and electrical contractor who provides services to the life science, technology, energy and resource sectors.

Our Mission

The organisation is committed to ensuring that the working environment is free from discrimination. Discrimination will not be tolerated under any circumstances. Disciplinary action will be taken against any employee (or agent) who breaches the policy.

Our Vision

- Create a working environment which is free from discrimination and where all members of staff are treated with dignity, courtesy and respect
- Ensure that all employees know their rights and responsibilities
- Treat all complaints in a sensitive, fair, timely and confidential manner
- Guarantee protection from any victimisation or reprisals
- Encourage the reporting of behaviour which breaches the discrimination policy
- Promote appropriate standards of conduct at all times

Our Commitments:

Managers and supervisors have the primary role in ensuring staff and clients are not discriminated against within the workplace or “in connection with” the person’s employment. It is the responsibility of all **employees** not to participate in discriminatory behaviour within the workplace. In the event that an employee believes they are the victim of discrimination they should promptly consult with their Supervisor or the HSE Manager. If the matter falls within the scope of discrimination immediate steps will be taken to address the matter, informally initially followed by formally if necessary. In the event of discrimination the incident should be referred to their direct line manager and if the incident cannot be resolved it will be escalated up the chain of command. If necessary formal interviews will be conducted with the person alleging discrimination and/or individuals who have been directly involved in the alleged discrimination behaviour. Preparation of a written report related to the nature of the discrimination and evidence that may support this event will be recorded. The matter will be managed using the company’s Grievance and Disciplinary Procedures.

Martin Foran

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Managing Director

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