

SMG Global Ltd - Equal Opportunities Policy

1. We are an equal opportunities employer.
2. Respect, diversity, and fair treatment are one of the underlying principles and the standards to which we all hold ourselves at SMS Global, wherever we live and work.
3. This means we are committed to ensuring all our partners, employees, contractors, and job applicants receive fair and equitable treatment across all aspects of our firm's policies and practices - including recruitment, selection, terms and conditions of employment, appraisal, promotion, remuneration, training, and personal development.
4. Our teams provide guidance and support to line managers in relation to dealing with equality issues across all the above areas and with regard to making reasonable adjustments during recruitment and employment, where applicable.
5. The policy must apply, regardless of our people's sex, gender reassignment, marital status, part-time status, sexual orientation, colour, race, nationality, national or ethnic origin, religion or creed, disability, responsibility for dependants, age and membership or non-membership of a trade union or political affiliation.
6. You should understand that any breach, or alleged breach, of our policy will be taken seriously, investigated fully - and that anyone found to be in breach of this policy could be subject to disciplinary action.
7. We need all our partners, employees, and contractors to act in accordance with this policy and to promote the spirit of it to the full. The policy forms the basis of our approach to Respect, Inclusion & Diversity.
8. We expect the everyone to adhere to the spirit of these beliefs and policies in its dealings with SMG Global's people and candidates:
We foster a culture and working environment where our people treat each other with respect, courtesy and fairness, promoting equal opportunity for all.
We encourage and value a diverse mix of people, view-points, talents and experiences.
We create inclusive work environments that not only address individual needs but allow our people to utilise their unique strengths.
We do not tolerate harassment or unfair discrimination in our working environments.