



# Equal Opportunities Policy

## Our Commitment

**Wharton sustainable solutions**, is committed to the idea of equal opportunities for all. Our policy is to make sure that no customer, or person involved or associated with **Wharton sustainable solutions**, receives less favorable treatment on the grounds of:

- Religious belief or political opinion
- Race (including color, nationality, ethnic or national origins)
- Disability
- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependents
- Sexual orientation
- Age

**Wharton sustainable solutions**, is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. No action shall be taken against them by any person connected with **Wharton sustainable solutions**, which would devalue their contribution to society and to this organisation, or lead to a loss of their own self-respect, or respect for them from others.

Responsibility for making sure that **Wharton sustainable solutions**, fulfill its obligations under this Policy rests with **Shadab Ahmed Ghazaly**.

## Who does the Policy apply to?

All individuals within this organisation are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with **Wharton sustainable solutions**, are encouraged to hold the same responsibility and commitment.

## What will we do?

We will make sure that all our staff and sub-contractors are aware of our Equal Opportunities Policy, and where applicable will make them aware of their responsibilities.

All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the grounds named above. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

## How will we know if the Policy is working?

The working of the Equal Opportunities Policy will be monitored by the Managing Director, Shadab Ahmed Ghazaly on an annual basis, or sooner if necessary.



## How to raise a complaint

Wharton Sustainable Solutions encourages everyone to speak up if they believe they have been treated unfairly or have experienced discrimination, harassment, or unequal treatment.

Any employee, learner, contractor, vendor or other person associated with the organisation who feels they have been treated unfairly under this Policy may raise a complaint by emailing [hr@whartonehs.com](mailto:hr@whartonehs.com).

All complaints will be treated confidentially, handled fairly and investigated promptly. No individual will be disadvantaged or subjected to retaliation for raising a genuine concern in good faith.

## Dealing with complaints

It is recognised that many individuals may be unwilling to make a complaint regarding equal opportunities, for a variety of reasons, including:

- Fear that others will consider that behaviour trivial
- Fear of retaliation and/or public humiliation
- Fear that the complaint will not be taken seriously

Such concerns may make an individual choose to leave the organisation which is unacceptable. It is important that employees should feel able to raise concerns without fear and in the knowledge that their complaint will be taken seriously.

All complaints will receive prompt attention and will be properly investigated. We will seek to resolve them.

## Review

- This policy will be reviewed as it is deemed appropriate, but no less frequently than every 2 years.
- The policy review will be undertaken by the Director, or nominated representative.

Signed by **CEO/MD**

  
Shadab Ahmed Ghazaly