

Equality and Diversity Policy

1. INTRODUCTION

At Britvic we value equality and diversity and are committed to creating a working environment where we:

- treat all individuals encountered in the course of employment fairly, with dignity and respect;
- provide open opportunities to all;
- provide a safe, supportive and welcoming environment - for employees and visitors.

All employees have a responsibility to treat others they come into contact with while at work with respect and not act in a way likely to cause offence.

2. EQUALITY

We are committed to equal treatment of employees regardless of age, gender, marital status, pregnancy, sexual orientation, gender reassignment, race, ethnic origin, religion or belief, creed, colour, nationality, disability, number of dependants, part-time or fixed-term status, or membership or non-membership of a trade union.

3. DIVERSITY

We value diversity, recognising that different people with different backgrounds and experiences can bring valuable insights that contribute to the business.

4. DISABILITY

We will make reasonable endeavours to meet the needs of disabled employees in accordance with the requirements of the Disability Discrimination Act 1995. All employees will be treated equally regardless of any disability.

Employees with disabilities are encouraged to speak to their line manager, or make an appropriate person aware so that reasonable adjustments can be considered.

which may also include advice on whether proposed adjustments are reasonable, and whether the individual's prognosis is such that continued employment will be possible.

Advice on identifying and meeting individual needs can be provided by Occupational Health.

5. DIGNITY AT WORK

Our aim is to promote a climate in which employees feel able to raise complaints of harassment, bullying or discrimination without fear of victimisation.

We regard harassment, bullying and discrimination (which may lead to civil claims against the harasser or Britvic and in certain circumstances criminal against the harasser) as unacceptable and offensive to employees, employers and customers alike.