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Related Standards: ISO 9001:2015		

## A110 Equal Opportunities Policy

Onwave UK Limited (Onwave) promotes and supports equality of opportunity. This applies in the recruitment, selection, training and promotion of all grades of staff employed by Onwave and amongst those who use their services.

Promoting equality of opportunity means that everyone is treated solely on the basis of their competence and merit, regardless of age, sex, sexual orientation, marital status, ethnic origin, race, religious background, disability or dependant's considerations. Furthermore, Onwave will monitor the composition of the workforce and introduce positive action if it appears that this policy is not fully effective.

In upholding the above practice, Onwave fulfils its social responsibility towards all employees and the communities in which they operate, and also recognises our legal responsibilities under the relevant legislation presently in force.



*Stuart Ladbrook*  
**Managing Director**  
*March 2019*