



Montana Bakery Ltd is committed to being an equal opportunity company. We treat all individuals on merits and abilities and are given equal opportunity to develop within the Company.

It is the Company's policy as an equal opportunity organisation to treat all people equally, irrespective of their age, disability, gender reassignment, race (including caste), religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

We celebrate diversity and champion equality in everything that we do. This policy statement attests our commitment to this matter and our full Equality and Diversity Policy sets out how we ensure that we do not unlawfully or unfairly discriminate against people in all areas of our business, including but not limited to employment, learning and development and promotions.

To ensure that this policy is operating effectively (and for no other purpose) Montana Bakery Ltd maintains records of all employees and potential employees' ethnic origins, gender, age, disabilities and learning difficulties. Ongoing monitoring and regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and to promote equality.

The Company's procedures are fully compliant with Equality Act (2010) and we are firmly committed to preventing unlawful discrimination.

Montana Bakery Ltd will provide relevant training to all employees and others engaged to work at the Company to help them understand their rights and responsibilities under this policy and what they can do to help create a working environment that is free of bullying and harassment where everyone is respected and valued. We will provide additional training to managers to enable them to deal more effectively with complaints of bullying and harassment.

As with all Montana Bakery Ltd. policies, this policy will be reviewed from time to time to ensure it continues to reflect changes in the law, demographics and is relevant to the needs of the company.

Further information can be found in the Full policy which can be obtained from the HR Department.