

GSS - Diversity Policy

GSS has a deep commitment to Diversity of our subcontractors and suppliers. One example of this is the establishment of our Supplier Diversity Policy supported through the Directors and Management of GSS. As part of this policy, we actively seek out suppliers who are Small/ and or disadvantaged-owned Businesses that can add value to our supply chain and provide us with an opportunity to increase our value to our customers.

Alongside this we are committed to supporting and encouraging the development of small, certified minority, BAME companies or individuals registered with Disabilities as we feel this creates a true reflection of our society and benefits the entire community through a diverse workforce. GSS Directors fully support this plan and expect all employees, and subcontractors to embrace this also.

Our success is measured by our ability to create an Equal and Diverse work force whether it be through our own employees or of those sub-contracted to us. Supplier Diversity is good business for GSS it strengthens our customer base and supports the economic base of the communities we serve. Our success depends on our ability to reduce costs, provide better service to our customers and develop new products and services. We recognize that diverse suppliers play a key role in helping us achieve these goals.

All sub-contractors will be expected to adhere to our policy regarding Diversity and Equal opportunities and GSS will ensure it takes responsibility of ensuring that all existing and potential suppliers are aware of the relevant legislative and regulatory context through planned communication. In addition to this GSS will also ensure that the employment practice of potential and existing suppliers is flowed down to sub-contractors to comply with the relevant sections of legislation such as:

- Asylum and Immigration
- Disability Discrimination
- Employment Equality & rights
- Equal Pay
- Human Rights
- Part-time Workers Regulations
- Race Relations
- Sex Discrimination
- Working Time Directive

(this list is not exhaustive)

As such monitoring of this is carried out as part of the recruitment and partnership process.

All Sub-contractors are asked to complete our monitoring (Equal Opportunities Statement) and are also asked to confirm their acceptance of this statement and adherence to our Diversity standards and working practices to pursue non-discrimination, equal treatment, transparency and fairness in work.



V3 September 2016