



## Equality and Diversity Policy

### Statement

In our position as an employer, through our Equality and Diversity Policy, we aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, age, gender, gender reassignment, disability, marital status, creed, ethnic origin, pregnancy or maternity, sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

We are committed to the principles of equality and opportunity, both with regard to employment and the services that we provide.

We are committed to the policy that no employee receives less favourable treatment in recruitment, training schemes or in opportunities for progression.

We seek to serve all sectors of business, in line with our accreditation requirements and scope of accreditation, in the provision of our services, making where appropriate special provision to overcome problems of disadvantage that militate against equality of opportunity.

With regard to all our activities, we are committed to promote within our offices an environment where all forms of adverse discrimination are unacceptable and seen to be unacceptable.

We recognise our legal obligations with respect to the provision of Equal Opportunities under the Equality Act and all other relevant requirements.

All enquiries relating to equality and diversity concerns should be directed in the first instance through our enquiries email address – [info@oaci.ie](mailto:info@oaci.ie)

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