

It is the policy of KNK that all persons shall have equal opportunity for employment, training, development & advancement on the basis of their qualifications & ability.

There must not be any discrimination towards or against a person whether in recruitment, training, promotion, or in any other way on the grounds of colour, race, creed, nationality, ethnic or national origin, gender, gender identity, sexuality, marital status, sexual orientation, class, appearance, responsibility for dependants, part time or shift workers, HIV positive or aids, disability & no person is to be disadvantaged by the imposition of conditions &/or requirements which cannot be justified.

KNK will monitor the operation of this policy to ascertain how far it is achieving its objective.

Additionally, KNK will take all practical steps to ensure that:

- ✓ All employment decisions are based upon job-related considerations
- ✓ Personnel policies & practices within KNK reflect the objectives of the Diversity Policy
- ✓ All staff are aware of the Company's various Equal Opportunities and Diversity policies. To ensure this, the policy will be publicized & distributed throughout the organisation
- ✓ All staff will receive guidance to ensure effective implementation of the policy
- ✓ Procedures for selection, promotion & training will be under constant review in order to ensure that individuals are considered solely on the basis of merit & ability

KNK will actively encourage diversity to maximise achievement, creativity and good practice to bring benefit to individuals and communities.

KNK encourages all people it works with and for to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued.

The way we work, train and learn within KNK reflects both the Mission and Objectives of and the spirit and intentions of legislation that outlaws discrimination and promotes equality and diversity.

KNK will make reasonable adjustments to working practices, equipment and premises and offer, where appropriate, additional support to Clients, staff, and stakeholders to ensure they are able to take a full and active part in the Company's work.

KNK will endeavour to deliver services in a way that genuinely recognises the importance of an inclusive society that brings opportunities and access, not barriers to individuals.





KNK will endeavour at all times to recruit from the local community. The Company will take into account new factors including the ethnicity of the local community with particular reference to migrant workers. KNK actively pursue applicants who can be trained "in house" – especially since this has proved to be highly successful over the past few years.

KNK hold monthly Senior Management Team (SMT) meetings where staff recruitment, training needs, office layout, aids and adaptations are discussed. Procedures are examined, reviewed and updated as and when necessary.

KNK fulfill its commitment to Diversity and Equal Opportunity. The Company collects data from its existing employees & monitor records of the ethnic/racial origin of all those seeking employment with the Company.

The success of KNK's implementation of this Policy is such that not only the SMT, but also the Company's middle management, supervisors, administrators and operative staff are all aware and committed to the successful implementation of further development of our Diversity strategy.

Through meetings, discussions, feedback from the staff and on-going reiteration training, the Company successfully promotes, develops and integrates a diverse and varied workforce.

	Signature	Date
Operations Director		1 May 2009
General Manager		1 May 2009
Quality/Environmental Mgr		1 May 2009
Supply Chain/Partnering Mgr		1 May 2009