



Equal Opportunities Policy

RISC is dedicated to ensuring that all personnel and potential applicants are given the same opportunities whatever their gender, age, creed or nationality.

Employees that feel they have been discriminated against must follow the Grievance Procedure as detailed in the Company Booklet.

Where it has been found that a member of the staff have been discriminated against, whether it be job opportunities or preferential treatment relating to the above then disciplinary proceedings will be implemented.

Both employees and applicants have the right to refer their case to an industrial tribunal.

Signed on behalf of RISC, a trading name of Teccon Ltd

A handwritten signature in blue ink, appearing to read 'W Macdonald'.

W Macdonald
Managing Director
20th September 2017