



Diversity and Equality Policy

J Swingler Transport are a family business, we morally believe that everyone is equal and should be treated with respect and dignity.

When we're making decisions, the [Equality Act 2010](#) gives us a duty to take into account the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between different parts of the community

The Equality Act protects people against discrimination on the grounds of protected characteristics, of which there are 9:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We are committed to consider all individuals in their day-to-day work, in how we work, any adjustments required and in providing services to our customers with dignity and respect for all.

J Swingler Transport value their vehicles and premises, we respect and expect our employees, supported by appropriate risk assessment and controls.

A handwritten signature in black ink, appearing to read 'Anthony Thompson', is written over a horizontal line.

Signed: _____
Anthony Thompson
Proprietor

BMS 010	Rev 2	2 January 2024
Reviewed Michelle Woodward		Renewal due Jan 2025