



Equal Opportunity Recruitment & Selection Method Statement

GES ensure recruitment and selection is open to all applicants and does not discriminate against the following:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age.

When advertising a position within the company, GES take reasonable steps to ensure that they advertise through a number of different agencies, including local job centres, to ensure that they reach all potential applicants. GES base their job descriptions on the skills and experience needed to undertake a role, to allow all applicants regardless of gender, race or disability to apply.

GES will see all applicants with the relevant skills and experience needed for the role, and will base their decision for employment on the applicant meeting the standards required by the company. This again will be regardless of gender, race and disability.

When carrying out job interviews, GES will ensure that they cater to the needs of all applicants so that they are able to attend. This means all applicants will receive a pre-interview telephone call to discuss the arrangements of the interview and if they have any special requirements. Interviews will also be held at local job centres to allow all applicants to attend.