



Equality and Diversity Statement

- SPM is respectful of people's differences irrespective of their ethnic or national origin, religion, sexual orientation, gender, age or disability.
- SPM promotes equality of opportunity in the delivery of services and employment practices.
- SPM will challenge discrimination and prejudice in all its forms and will make sure all employees and associates are treated fairly, respectfully and with dignity at all times.
- SPM will ensure that all HR policies and procedures enable equal opportunity for all sectors of the workforce.
- SPM will continually strive to become a leading employer in the field of diversity and equality.
- SPM will not tolerate any behaviour from staff, associates or clients which contradicts our equality and diversity aims.