



SILVER SHEMMINGS ASH

CONSTRUCTION & REAL ESTATE LAW

CORPORATE SOCIAL RESPONSIBILITY

Statement of Principle

Silver Shemmings Ash LLP is determined that equality and diversity is maintained across the functioning of the firm. We are committed to treating all our clients, employees, consultants, job applicants and suppliers equally.

No employee or potential employee will receive less favorable treatment because of any **“protected characteristic”**, namely:

- **Age (or perceived age)**
- **Disability (past or present)**
- **Gender reassignment**
- **Marriage or civil partnership status**
- **Race, colour, nationality or ethnic or national origins**
- **Religion or belief**
- **Sex**
- **Sexual orientation**

No person dealing with our firm will be disadvantaged by any terms or conditions that cannot be justified as necessary on operational grounds.

We aim to encourage, value and manage diversity and are committed to equality for our entire staff. Similarly we expect those working with us to support us in working towards these aims and to appreciate that these principles of equality and diversity also apply to the manner in which we treat our clients, our business partners and visitors.

It should be remembered that these principles apply both in the workplace itself and outside in work related situations where individuals may be considered to be representing Silver Shemmings Ash LLP