**EQUALITY OF OPPORTUNITY POLICY**

**Vivid Institute of Occupational Safety and Health**

**Version 01.2023**

VIVID Institute of Occupational Safety and Health is committed to the **promotion** of equality of opportunity in all its work.

We are committed to the following **objectives**:

- Promoting equality of opportunity for all persons

- Promoting a good and harmonious working environment in which all persons are treated with respect.

- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.

- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.

- Complying with our own equal opportunities policy and associated policies.

- Taking affirmative action, where appropriate.

Vivid Institute of OSH provides equality of opportunity to all **irrespective of**:

- Gender

- Marital status

- Religious belief

- Political persuasion

- Race including color, nationality, ethnicity

- Disability

- Sexual orientation

- Age

In order to **implement** its policy VIOSH

- Communicates the policy to all appropriate persons.

- Incorporates duties in respect of implementing the equal opportunities policy into work objectives.

- Incorporates equal opportunities information into general communications.

- Obtains commitment from other persons or organisations.

- Ensures that adequate resources are made available to fulfill the objectives of the policy.

Signed by:

Mr. Muhammad Shahid

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Managing Director, Vivid Institute of Occupational Safety and Health

Jan, 2, 2023