

"Warner House", Riverview, Tarleton, Nr Preston, Lancs PR4 6EB  
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**Commercial & Domestic Cleaning and Property Maintenance Services throughout the Southport, Ormskirk, Liverpool, Preston, Wigan & West Lancashire areas.**

## Equal Opportunities Policy

It is the policy of Feather Flickers not to discriminate against employees on the grounds of sex, colour, race and creed or ethnic or national origin. Employees are reminded that it is a breach of the Race Relations Act or the Sex Discrimination Act on the grounds mentioned above and that disciplinary action may result from any act of discrimination.

In compliance with the Disability Discrimination Act of 1995 it is the company's policy to employ the registered disabled when their disability does not preclude them from carrying out the tasks required and when the working environment is not likely to be hazardous to them on account of their specific disability.

The aim of Feather Flickers is to comply as an equal opportunities employer through ensuring that no applicant or employee receives less favourable treatment on the grounds of gender, race, disability, colour, nationality, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trade union activity and age (up to 65).

Selection criteria and procedures are kept under review to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equality of opportunity within the company's service and will be encouraged to progress with Feather Flickers. To ensure that direct or indirect discrimination is not occurring, recruitment and other employment decisions will be regularly monitored in conjunction with the ethnic records of job applicants and existing employees.

Feather Flickers is committed to a programme of action to make this policy fully effective.

***Feather Flickers successfully undertook a large contract for IMG, the worlds premier and most diversified sports, entertainment and media company during the Royal Birkdale Open Golf in 2008, Turnberry in 2009 and St. Andrews in 2010.***

Directors:  
Greg Gottig FIH FCMI FFA MBICSc (Managing)  
Ruth Gottig

Feather Flickers is part of Warner House Companies Ltd and is registered in England & Wales.  
Registered Office: "Warner House", Riverview, Tarleton, Nr Preston, Lancs PR4 6EB  
Banking Details: Natwest, 130 Lord Street, Southport, PR9 0GB • Sort Code: 60-20-11 • Account No: 35746149  
Company Reg No: 6638525 • VAT Reg No: 998 8229 43

