



EQUAL OPPORTUNITIES POLICY

St Mirren F.C. is an equal opportunities employer.

Specifically, the Company aims to ensure that no job applicant or employee is discriminated against, either directly or indirectly, on the grounds of age, gender, sexual orientation, race, colour, nationality, ethnic or racial origins, marital status, family circumstances, religion or disability: -

1 Recruitment and selection, including advertisements, job descriptions, interview and selection procedures.

2 Training

3 Promotion and career development opportunities.

4 Terms and conditions of employment, and access to employment related benefits and facilities.

5 Grievance handling and the application of disciplinary procedures.

6 Selection for redundancy.

Employees should note that discrimination on the grounds mentioned above is unlawful and St Mirren F.C. will not tolerate any such discrimination by its employees.

In order to create conditions in which this goal can be realised the Company is committed to identifying and eliminating discriminatory practices, procedures, and attitudes throughout the organisation. The Company expects employees to support this commitment and to assist in its realisation in all possible ways.

The effectiveness of the policy will be reviewed and, where necessary, remedial or corrective action taken