



AMCS GROUP

Disability Discrimination Policy

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Revision History

Revision	Originator	ECN No.	Date	Brief Description of Change
A01	Lana McGlade	2948	06/08/20	Formalised the policy in line with the ECN Process.
A02	Lana McGlade		23/09/21	Policy reviewed and no changes required.
A03	Katelyn Leahy		09/06/23	Policy reviewed, no updates required.
A04	Alexandra Deisler		07/06/24	Under review
A05	Laura Quinn		13/06/24	Policy reviewed, no updates required.

Document Control Information

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For the current revision please refer to the documentation in the VSS document database.*

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1 Purpose

To ensure that AMCS Group complies with the Disability Discrimination Act 1995, all other relevant legislation, and to ensure that disabled people falling within the definition of the Act are treated equally and fairly. To ensure we recruit and retain the best people for AMCS Group.

2 Scope

The Disability Discrimination Policy covers all employees and job applicants. This also covers employees who become disabled during their employment. Where relevant, it also covers employees employed by outside agencies working on AMCS Group premises. All employees and applicants are made aware of the Company Disability Discrimination Policy.

3 Policy

AMCS Group fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability. It is in the interest of AMCS Group and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise. AMCS Group is committed to maintaining and managing a diverse workforce.

4 Responsibility

4.1 Owner 1

1. The Human Resources (HR) Department is responsible for the review and updating of this policy and bears overall responsibility for ensuring compliance with the policy and consistent application of the policy within the company.

2. Management must ensure adherence and implementation of this policy.