

EQUAL OPPORTUNITIES POLICY STATEMENT

September 2010

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As an equal opportunity employer, Gerald Eve LLP (“the firm”) is wholly committed to eliminating discrimination and encouraging diversity among its personnel. We recognise that equal treatment is a fundamental of good management practice and makes sound business sense.

Our business ethos is to enable and encourage each member of the firm to maximise their potential and give their best, in a working environment where diversity and individual identity are fostered in a culture of mutual respect, enabling us to maximise the service which we provide to our clients, while maintaining a happy and professional working environment.

The purpose of this statement is to provide equality of opportunity and treatment to all members of the firm, and to ensure that direct or indirect discrimination does not occur on the grounds of:

age	ethnic origin	marital status	political outlook	religion or belief
colour	gender	nationality	pregnancy	sexual orientation
disability	illness	national origin	race	status

Direct discrimination occurs where an individual can be shown to be being treated less favourably because of one, or more, of the factors listed above.

Indirect discrimination occurs where requirements, conditions or criteria are applied, for example in considering candidates for employment, training or promotion, which cannot be justified or, if applied equally to all groups or individuals, has a disproportionately adverse effect on one particular group or individual.

Gender includes individuals considering, undergoing or having completed gender re-assignment.

Marital status includes same-sex partnerships, single parent or extended, i.e. non-nuclear, family structures.

Disability covers a broad spectrum of physical, mental, intellectual and social impairment, which may impact on some functionality areas.

Illness includes real or suspected infection with HIV/AIDS, alcoholism and/or mental illness, including depression. Status refers to all members of the firm, whether equity or salaried partners, part-time, full-time, fixed-term, temporary or agency personnel.

All members of the firm will be treated with respect as individuals; no one will be discriminated against either on the basis that they have only recently joined, or that they are on-serving members of the firm.

The firm is opposed to all forms of unlawful, unfair, direct or indirect discrimination. Intimidation, bullying, coercion or harassment will not be tolerated.

All decisions should be taken on a demonstrable basis of merit, and on a non-subjective basis.

Selection for employment, promotion, training and/or benefits is and will continue to be based solely on aptitude, ability and performance. Opportunities for training, development and progression will continue to be made available to all members of the firm.

Breaches of the firm’s equal opportunities policy whether by action or inaction on the part of any member of the firm, irrespective of their status, will normally be treated as a potentially serious breach of the firm’s disciplinary rules and procedures.

Acts of direct or indirect discrimination may, according to the circumstances, fall within the scope of the firm’s policy on harassment and bullying and may, after investigation and according to the circumstances, be treated as gross misconduct and result in termination of employment.

This policy has the full support of the partners. Its implementation is subject to regular monitoring and a formal annual review by the executive board, both in its own right and in the context of our overall employment practices and procedures, which are aimed at ensuring fairness and consistency of treatment for all members of the firm at all times.

Signed



Simon Rees, managing partner

Date

September 2010

GERALD EVE'S UK OFFICE NETWORK

Gerald Eve LLP is a leading firm of chartered surveyors and property consultants operating from a network of nine offices across the UK.

Our clients – including 40 per cent of the FTSE100 – hold some of the largest property portfolios in the country. We provide advice to ensure that our clients' operational and non-operational properties cost them as little as possible and deliver the maximum return possible.

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London (City)

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London EC4M 9DL
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Birmingham

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Birmingham B2 5AL
Tel. 0121 616 4800

Cardiff

32 Windsor Place
Cardiff CF10 3BZ
Tel. 029 2038 8044

Glasgow

140 West George Street
Glasgow G2 2HG
Tel. 0141 221 6397

Leeds

1 York Place
Leeds LS1 2DR
Tel. 0161 830 7070

Manchester

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Manchester M2 1HW
Tel. 0161 830 7070

Milton Keynes

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Milton Keynes MK9 1AU
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West Malling

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