



# UK Equal Opportunity Policy Statement

February 2019

Moog is committed to providing equality of opportunity for all in employment practices and procedures and securing a working environment in which everyone is treated fairly and with dignity and respect.

We are committed not only to our legal obligations under the Equality Act 2010, but also to the positive promotion of equality of opportunity in all aspects of employment, promotion and recruitment, due to any protected characteristics - namely age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

We pursue this commitment by:

- Not discriminating unlawfully against customers, contractors, job applicants, suppliers or visitors using or attempting to use the goods, facilities and services that are provided
- Having clear procedures and guidelines for both managers and employees to ensure policies are fully understood and implemented
- Providing training to all employees on our Dignity at Work Policy and to managers and other decision makers on equal opportunities
- Complying with the relevant employment legislation and Codes of Practice
- Ensuring that all existing employees, potential employees, colleagues and customers are treated equally and with dignity and respect
- Making all decisions relating to recruitment, selection or promotion according to the requirements of the role and the individual's ability

**The Company** will ensure that all employees are made aware of the UK Equal Opportunity Policy Statement and their responsibilities under this statement.

➤ This Policy Statement applies to any individual who engages with Moog, including all Moog employees, contractors, agency staff, job applicants, suppliers, customers and visitors.

**Every employee** will support the Company in meeting the commitments set out in this statement and ensure they treat everyone with dignity and respect. Employees are encouraged to challenge any discriminatory practice wherever identified.

➤ Our UK Dignity at Work Policy and Procedure reinforces our commitment to Equal Opportunities and ensures that all employees are treated fairly, respectfully and without prejudice, so that individuals are able to maximise their full potential.

**Every manager** at every level will ensure that any decisions made in relation to recruitment, promotion or any other decision are fair and provide equality of opportunity for all.

➤ Any breaches of this Policy Statement should be raised under our Grievance Policy and Procedure and the Dignity at Work Policy, if appropriate.

**Human Resources** work in partnership with the Company and its managers to ensure employees are treated fairly and consistently within the framework of the policy.

➤ Acts of discrimination are disciplinary offences and will be dealt with under our Disciplinary Policy and Procedure.



This Policy Statement supersedes all previous policies which refer to Equal Opportunities with effect from the date of issue

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