



MTL Equal Opportunities Policy Statement

Formally Adopted: 03/01/2016

Relevant Personnel: Scott McCrae
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Ref Number	MTL 311	Revision Number	13	Next Review Due	28/11/2026	Date of Review	28/11/2025
Owner	Pamela Brown	Author	Scott McCrae	Approved By	Scott McCrae	Frequency of Review	Annually

NOTE – UNCONTROLLED IF COPIED OR PRINTED

Equal Opportunities Policy Statement

McCrae Training Ltd is committed to ensuring all staff are treated in a fair and equal manner regardless of their gender, race, colour, age, disability, sexual orientation or religious beliefs. As an SME the success of our company is due to the effort and contribution of our staff where everyone is valued equally. Furthermore, the Company fulfills this commitment by compliance in relation to all relevant legislation, inclusive of, but not limited to:

- Equality Act 2010
- Asylum and Immigration Acts 1996 and 1999
- Rehabilitation of Offenders Act 1974

McCrae Training is committed to bringing this Policy Statement to the attention of all employees and sub-contractors, and to render the Policy Statement available to clients and the public on demand.

All new employees will receive a comprehensive induction that includes a copy of the Equal Opportunities Policy Statement upon starting their employment with McCrae Training. The principles of the Equal Opportunities Policy are further reinforced in Section 15 of the McCrae Training Employee Handbook, which outlines the application of the policy and the strict prohibition of any form of discrimination.

Where equal opportunities legislation/regulations are revised or updated, the policy statement will be revised and re-issued to staff accordingly. In the event that a member of staff is not satisfied that the approach undertaken has been fair, reasonable, equitable and inclusive they can raise their concern via the Company grievance procedures as detailed in section 21 of the McCrae Training Employee Handbook.

As Managing Director of McCrae Training Ltd, I accept ultimate responsibility for equal opportunities compliance within the Company and expect all Company employees to play their part in fulfilling the requirements of the Equal Opportunities Policy.

Signed: 

Date: 28/11/2025

Scott McCrae
Managing Director
McCrae Training Ltd