



At Novus, we are committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against staff on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. We also expect staff members to treat each other, visitors, clients, customers, suppliers and former staff members in a non-discriminatory and equal way.

We endeavour to ensure that all employees are treated equally in respect of recruitment, training, performance, promotion and access to benefits.

The Company is committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect.

Every employee is required to assist the Company to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.