



Diversity & Inclusion Policy

BATHCO is committed to creating a workplace culture that celebrates and values diversity, equity, and inclusion. We recognize that a diverse and inclusive workforce is essential to our success as a business, and we are committed to fostering a work environment that promotes respect, fairness, and equal opportunity for all employees.

BATHCO

To this end, we have adopted the following policy:



Diversity and Inclusion

We will promote diversity and inclusion in all our employment practices, including recruitment, hiring, training, promotion, and compensation. We will seek to create a workforce that reflects the diversity of the communities in which we operate, and will actively promote diversity in our leadership and decision-making processes.



Non-Discrimination

We will not discriminate against any employee or job applicant based on race, ethnicity, colour, religion, gender, sexual orientation, national origin, age, disability, or any other legally protected characteristic. We will provide reasonable accommodations to employees with disabilities, and will work to eliminate any barriers to employment or advancement faced by underrepresented groups.



Harassment and Bullying

We will not tolerate any form of harassment or bullying in the workplace, including but not limited to verbal, physical, or sexual harassment. We will investigate all complaints of harassment or bullying promptly and impartially, and will take appropriate disciplinary action against any employee found to have engaged in such behaviour.



Training and Education

We will provide training and education to all employees on diversity and inclusion, and will foster a culture of respect and inclusion through ongoing communication and dialogue. We will also provide resources and support to employees from underrepresented groups to promote their professional development and advancement.



Reporting and Accountability

We will establish procedures for reporting any incidents of discrimination, harassment, or bullying, and will ensure that all reports are handled confidentially and with sensitivity. We will monitor and report on our progress in achieving our diversity and inclusion objectives, and will hold ourselves accountable for creating a workplace culture that is welcoming, supportive, and inclusive.



We recognize that diversity and inclusion are ongoing efforts, and we are committed to continuously improving our policies and practices to ensure that we are doing everything possible to create a workplace culture that values and celebrates the diversity of our employees.