



AMCS GROUP

Disability Discrimination Policy

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Revision History

Revision	Originator	ECN No.	Date	Brief Description of Change
A01	Lana McGlade	2948	06/08/20	Formalised the policy in line with the ECN Process.
A02	Lana McGlade		23/09/21	Policy reviewed and no changes required.
A03	Katelyn Leahy		09/06/23	Policy reviewed, no updates required.
A04	Alexandra Deisler		07/06/24	Under review
A05	Laura Quinn		13/06/24	Policy reviewed, no updates required.
A06	Maria Jona Anorico-Quilo	Sharepoint Approval	21/03/2025	Updates on policy review and evaluation, training requirements, responsibilities of leadership, and inclusion of AMCS Contact link.

Document Control Information

Printed copies of this document are uncontrolled and are only valid at the time of printing. For the current revision please refer to the documentation in the VSS document database.

Table of Contents

1	Purpose	3
2	Scope	3
3	Policy	3
4	Responsibility	3
4.1	Leadership	3
4.2	Human Resources Department	3
4.3	Management	4
5	Requirements	4
5.1	Training	4
5.2	Review and Evaluation	4

1 Purpose

To ensure that AMCS Group complies with the Disability Discrimination Act 1995, all other relevant legislation, and to ensure that disabled people falling within the definition of the Act are treated equally and fairly. To ensure we recruit and retain the best people for AMCS Group.

2 Scope

The Disability Discrimination Policy covers all employees and job applicants. This also covers employees who become disabled during their employment. Where relevant, it also covers employees employed by outside agencies working on AMCS Group premises. All employees and applicants are made aware of the Company Disability Discrimination Policy.

3 Policy

AMCS Group fully supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of disability. No applicant or employee shall receive less favourable treatment because of disability. It is in the interest of AMCS Group and those who work for it to ensure that all available human resource talents and skills are considered when employment opportunities arise. AMCS Group is committed to maintaining and managing a diverse workforce.

4 Responsibility

4.1 Leadership

Management within the organisation are actively and personally involved in the establishment, development, monitoring and communication of the policies and objectives which are compatible with the strategic direction of the organisation and meet customer, statutory and regulatory requirements.

4.2 Human Resources Department

The Human Resources (HR) Department is responsible for the review and updating of this policy and bears overall responsibility for ensuring compliance with the policy and consistent application of the policy within the company.

4.3 Management

Management must ensure adherence and implementation of this policy.

5 Requirements

5.1 Training

Training is provided as part of mandatory induction for all employees to complete through the global online AMCS Learning portal. Training plans are assigned through the Global Online AMCS Learning Portal. Trainings are marked as complete when the module has been completed by the assignee. HR follow up any incomplete training to ensure that training is completed within the required timeframe assigned.

5.2 Review and Evaluation

This policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made as needed to reflect our ongoing commitment to fostering an inclusive work environment.