

Equality Policy

Policy Statement

Koperattivi Malta is committed to providing equal opportunities across its workforce, as well as fostering a healthy, diverse and inclusive working environment that protects the rights and dignity of its employees.

Koperattivi Malta upholds the principle of zero tolerance towards discrimination on the grounds of sex, age, race/ethnic origin, marital status, potential pregnancy, pregnancy, disability, sexual orientation, religious or other beliefs.

The Equality Policy of Koperattivi Malta is a commitment to:

- Abide by all equality and non-discriminatory legislation and regulations issued in Malta
- Provide equal opportunities, fairness and respect for all in our employment
- Oppose and avoid all forms of unlawful discrimination, including those related to salary and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities
- Provide a merit-based approach to opportunities for promotion to all employees
- Actively create opportunities for training, development and progress available to all employees, who will be supported and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- Throughout the selection process and in the terms and conditions on which the employment is offered, including pay, conditions of work and other benefits as well as throughout the process of dismissal, Koperattivi Malta will ensure non-discriminatory practices.. Moreover, Koperattivi Malta will provide conditions of work including pay, work-life balance measures and conditions of work that are fair and balanced.
- Periodically review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Encourage diversity and inclusion in the workplace
- Create a working environment free of bullying, harassment, victimization and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees are recognised and valued.
- Take seriously and hold accountable any and all employees, including those in managerial/supervisory roles for any acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees and cooperative members and the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.
- Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

END OF POLICY