

LEGAL DECLARATIONS

1. Disclaimer

1.1 INDENOVO GLOBAL is providing this site on an 'as is' basis and makes no representations or warranties of any kind with respect to this site or its contents & disclaims all such representations & warranties. In addition, we make no representations or warranties about the accuracy, completeness, or suitability for any purpose of the information & related graphics published in this site.

The information contained in this site may contain technical inaccuracies or typographical errors. Nevertheless, all liability of us howsoever arising for any such inaccuracies or errors is expressly excluded to the fullest extent permitted by law.

1.2 Neither we nor any of its directors, employees or other representatives will be liable for loss or damage arising out of or in connection with the use of this site. This is a comprehensive limitation of liability that applies to all damages of any kind, including (without limitation) compensatory, direct, indirect or consequential damages, loss of data, income or profit, loss of or damage to property and claims of third parties.

1.3 Notwithstanding the foregoing, none of the exclusions & limitations in the clause are intended to limit any rights you may have as a consumer under local law or other statutory rights which may not be excluded nor in any way to exclude or limit Indenovo Global's liability to you for death or personal injury resulting from our negligence or that of our employees or agents.

EQUAL OPPORTUNITIES

Policy Statement

Indenovo Global aims to be an equal opportunity employer, & has a policy for this purpose. This policy covers all aspects of employment, from vacancy advertising, selection recruitment* & training to conditions of service & reasons for termination of employment.

To ensure that this policy is operating effectively (& for no other purpose) Indenovo Global maintains records of employees' racial origins, gender & disability. Where necessary, employees will be able to check/correct their own record of these details. Otherwise, access to this information will be strictly restricted.

Ongoing monitoring & regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct & indirect discrimination & promote equality of opportunity. Our processes, procedures & practices are regularly reviewed to reflect changing policy & learning.

Indenovo Global is committed to equal opportunities both in the context of our status as an employer & as Consultants to our Clients. The recruitment practices of both our Clients & us are compliant, as is every aspect of our employment practice.

Indenovo Global will ensure that no applicant or employee receives less favourable treatment, & that, wherever possible, they are given the help they need to attain their full potential to the benefit of Indenovo Global & themselves.

The cooperation of all employees is essential for the success of this policy. However, ultimate responsibility for achieving the policy's objectives, & for ensuring compliance with the relevant Acts of Parliament as well as the various Codes of Practice, lies with Indenovo Global. Behaviour or actions against the spirit &/or the letter of the laws on which this policy is based will be considered serious disciplinary matters, & may, in some cases, lead to dismissal.

All employees are inducted in respect of their responsibilities & the importance of adherence to this policy.

Responsibilities

The Senior Partners of the business are responsible for delivering the policy & are accountable for its implementation.

All managers & supervisors have responsibility for implementing the spirit & letter of this policy & all associated legislation. Line Managers are also responsible for ensuring that each employee is made aware of the policy & the serious implications of breaches of this.

Managers are also responsible for ensuring that they promote equal opportunities in their actions & that they lead by example.

Related Legislation

The Company recognises all associated legislation including:

The Sex Discrimination Act 1975 (updated 1986)

The Equal Pay Act 1970 (updated 1983)

The Race Relations Act 1976 (amended 2000)

The Disability Discrimination Act 1995

Sex Discrimination (Gender Reassignment) Regulations 1999

The Crime & Disorder of Offenders Act 1974

The Rehabilitation of Offenders Act 1974

The Human Rights Act 1998

The Flexible Working Act 2003

Age Discrimination Regulations 2006

*Candidate profiles sent to our clients may contain words used by the candidate himself/herself & therefore may not be endorsed or monitored by Indenovo Global