

EMPLOYEE HEALTH & WELLBEING

At TASK we understand that we have a vital role to play in managing our employees' health and wellbeing, particularly through the promotion of policies and behaviours which support a positive working culture and engagement.

We are a company that support flexible working, provide ergonomic working conditions and promote open communication.

AIM OF THE POLICY

To improve the health and wellbeing of the employees of Task Systems Ltd to achieve a more engaged, productive and healthier organisation.

To align all health and wellbeing policies to business objectives and organisational vision.

ERGONOMIC WORKPLACE

We seek to provide optimal working spaces for our employees in terms of health and wellbeing.

As part of our Showroom and head office refurbishment projects, in addition to providing height adjustable desks and ergonomic chairs that are fully adjustable, we have introduced additional communal and break out spaces which provide relaxing areas for employees, incorporating plants and greenery for improved wellbeing.

We also support our employees awareness on health risk, e.g. importance of drinking water, proper way to cough and sneeze, keeping 2m distance where possible, the ergonomic way of working at the desk, taking breaks and moving around the office, etc.

AIR QUALITY & NOISE

Internal air quality and noise level are closely monitor. We have introduces Acoustic Rooms with high levels of acoustic insulation measures suitable for private conversations and meetings.

FLEXIBLE WORKING PRACTICES

The COVID-19 pandemic has created greater opportunities to adopt flexible and remote working practices. Not only does this protect the workforce and provide business continuity, it support broader, official measures to curb the outbreak.

We are proud to offer flexible working to our employees to support their work-life balance, using technological advances to allow remote working and hot desking.

We believe introducing flexible working improved employee job satisfaction and wellbeing. We actively measure our employees job satisfaction by sending out Feedback forms which are analysed and discussed during monthly company meetings.

WELFARE FACILITIES

We put our success down to the people who work with us and ensure we provide adequate and appropriate welfare facilities for them while they are at work.

We provide adequate toilet and washing facilities including shower room.

There is access to clean drinking water on each floor.

We provide a suitable seating area for workers to use during breaks which is clean and comfortable with washing facilities nearby, and a means of heating food or water for hot drinks.

EQUAL OPPORTUNITIES & INCLUSION

The company is fully committed to a policy of equal opportunities. The aim of the policy is to ensure that all job applicants and employees are accorded equal opportunity and treatment in recruitment, training and promotion, regardless of sex, marital status, age, disability, race, colour, nationality or ethnic origin, and that no job applicant or employee is disadvantaged by conditions or requirements which cannot be shown or justified.

RACE RELATIONS

It is our policy as an employer to comply with the statutory obligations set out under current legislation. Accordingly it is our practice not to treat one group of people less favourably than others because of their colour, race, nationality, or ethnic origin in relation to decisions to recruit, train or promote individuals within our organisation. In the history of Task Systems Limited, there have never been any formal investigations by the Commission for Racial Equality on the grounds of alleged unlawful discrimination.

Every care is taken to ensure that practical guidance is given to employees to prevent racial discrimination and to promote equal opportunities, as set out by the Commission for Racial Equalities Code of Practice for Employers 1983. All new employees undergo an induction process and the requirements of current legislation are explained. Task Systems Limited would consider itself an equal opportunities employer.

Review Date: 16.11.2022

Costas Karavias
Joint Managing Director



Anthony Daltry
Joint Managing Director



DISABILITY DISCRIMINATION

Task Systems Ltd observes and complies with the Disabilities Discrimination Act 1995. As a company we are committed to maintain the five commitments outlined by the Employment Service.

Interview all applicants with a disability who meet the minimum criteria for a job vacancy and consider them on their abilities. Ensure there is a mechanism in place to discuss, at any time, but least once a year, with disabled employees what can be done to make sure they can develop and use their abilities.

Make every effort when employees become disabled to make sure they stay in employment. Take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work. Each year, review the five commitments and what has been achieved, plan ways to improve on them and let employees and the Employment Service know about progress and future plans.

DIVERSITY & INCLUSION

As a company we are committed to offer work to the best suited candidate irrespective of their age, sexuality, race or political views, with the key criteria being their ability to cope with the requirement of the job on offer.

We recognise and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring to an organisation.

