



## **Religion & Disability Policy**

### **Religious Observance**

ATA Couriers Ltd has an Equal Opportunities policy which applies to all, including Drivers, which details our commitment to ensuring that discrimination does not take place due to someone's religious beliefs or requirement to undertake religious observance. If you feel at any time that you are being bullied or treated less favourably due to your religious beliefs, you should not hesitate to raise this with your manager.

If you require time off or a temporary adjustment to your normal scheduled working pattern due to a religious observance, we would request that you advise your key contact with as much notice as possible (at least one week) in order that we can look to cover any deliveries that would have been provided to you during that time period.

If you have a continuing need for time off for religious observance which significantly impacts on our operation and ability to meet our service requirements, it may be necessary for us to consider whether we can continue to engage you as a Driver.

### **Disabilities and Health Conditions**

ATA Couriers Ltd has an Equal Opportunities policy which applies to all, including Drivers, which details our commitment to ensuring that discrimination does not take place due to someone's disability or long term/ongoing health condition that may be considered a disability under the Equality Act. If you feel at any time that you are being bullied or treated less favourably due to your health or disability you should not hesitate to raise this with your key contact.

If you require adjustments due to a disability or health condition in order to be able to fulfil your contract with us to undertake driving and deliveries, you should not hesitate to speak to your key contact. We will endeavour to make any such adjustments in order to ensure that your ongoing health is not put at risk whilst you are driving for us.

However, if we are unable to make the adjustments necessary or your disability or health significantly impacts on our operation and ability to meet our service requirements, it may be necessary for us to consider whether we can continue to engage you as a Driver.