

EQUAL OPPORTUNITIES & YOU

Marks and Spencer is committed to an active Equal Opportunities Policy from recruitment and selection, through training and development, appraisal and promotion to retirement.

We promote an environment free from discrimination, harassment and victimisation where everyone will receive equal treatment regardless of:

- Age
- Religion or belief
- Ethnic or national origin
- Marital or civil partner status
- Hours of work
- Sexual orientation
- Race
- Gender
- Disability
- Colour
- Gender reassignment
- Nationality
- Pregnancy/maternity

Any decisions relating to employment practices will be objective, free from bias and based solely upon work criteria and individual performance. We are responsive to the needs of our people, customers and the community at large. We are an organisation which uses everyone's talents and abilities and where diversity is valued.