



2.19 Religious Observance Policy

The purpose of this policy is to allow for inclusion and diversity

Red South West 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 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.