

Equal Opportunities Monitoring Form
CONFIDENTIAL

Norbord Europe Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

In accordance with Norbord Europe Ltd policy on equal opportunities in employment, Norbord Europe Ltd will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly.

In order to assess how successful this policy is we have set up a system of monitoring all employees and job applications. We would therefore be grateful if you would complete the questions on this form. We have asked for your name to enable us to monitor applications at shortlisting and appointment as well as application stage.

All information will be treated in confidence and will not be seen by staff directly involved in the recruitment process. The questionnaire will be detached from your application form, stored separately and used only to provide

statistics for monitoring purposes. Thank you for your assistance.

Position Title:			
Location:			
1. Name:	Last	First Name:	

2. Gender:	Male / Female
3. Status:	Marital Married / Single / Other

4. Do you have responsibility for dependants? (Dependants relates to children, or elderly or other persons for whom you are the main carer.) YES / NO Number of Dependants:
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5. What is your sexual orientation? <i>Norbord Europe Ltd seeks to become an exemplar employer and make sure our processes and practices are fair to all staff. Please help us to do this by completing the following questions around your sexual orientation.</i> <i>Norbord Europe Ltd, will only use this information for ensuring its staff policies work fairly for all and that your sexual orientation does not count against you. We will ensure in any analysis that is made public that it will not be possible to identify you</i>	
Bisexual	
Gay Man	
Gay Woman / Lesbian	
Heterosexual / Straight	
Other	

Prefer not to say	
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6. Disability Monitoring:

To make positive changes, Norbord Europe Ltd wants to address the different barriers faced by disabled people. Many people who do not consider them to be disabled may be covered by the Equality Act 2010 because they have a health condition that has an impact on their lives.

What do we mean when we say disability?

- *Do you have a physical or mental impairment?*
- *Is it long term?*
- *Does this make it difficult for you to do the things that most people do on a fairly regular basis?*

If so you may have rights under the Equality Act 2010. This includes people who are receiving treatment or using equipment (except glasses or contact lenses) that alleviates the effects of impairment or a condition, people with an impairment or condition that is likely to recur. People who have conditions that will get worse over time and people with severe disfigurements.

Employees with a disability or health condition are entitled in law to "reasonable adjustments" to address their needs for support in the workplace if they can be accommodated. Therefore we are interested in any disability or health condition that may require a reasonable adjustment to overcome any such barriers.

Do you consider yourself to have a disability or long term health condition?

YES / NO

If yes, what is the effect or impact of your disability or health condition?

PREFER NOT TO SAY

If you would like to discuss your response, or are unsure of the types of reasonable adjustment that might be possible, please contact your Manager or Human Resources Department.

<p>7. Ethnic origin</p> <p><i>(Relates to a sense of identity/belonging on the basis of race/culture).</i></p> <p><i>I would describe myself as (choose ONE section from A to E, and then tick the appropriate box to indicate your cultural background):</i></p>																
<p>A White:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>British</td><td></td></tr> <tr><td>English</td><td></td></tr> <tr><td>Scottish</td><td></td></tr> <tr><td>Welsh</td><td></td></tr> <tr><td>Irish</td><td></td></tr> <tr><td>Other, please specify:</td><td></td></tr> </table>	British		English		Scottish		Welsh		Irish		Other, please specify:					
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<p>8. Religion and Belief</p> <p><i>Whether or not you have a religion and what you do or don't believe it is likely to make a difference to you and how you perceive the world. These perceptions are carried across into our workplaces. Norbord Europe Ltd is committed to ensuring fairness and equal access to all employees whatever their faith or beliefs.</i></p> <p><i>Below is a list of religions that are the most commonly found in the UK. They are listed in alphabetical order and not intended to significantly rank in terms of importance, furthermore we acknowledge that the list is not exhaustive and if your religion is not specifically listed then we ask you not to take offence as none is intended.</i></p>																
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<p>Data protection: Information from this application may be processed for purposes registered by Norbord Europe Ltd under the Data Protection Act 1998. Individuals have, on written request the right of access to personal data held about them.</p> <p>I hereby give my consent to Norbord Europe Ltd processing the data supplied in this form for the purpose of recruitment and selection.</p>			
Applicant's signature:		Date:	
Print Name:		Date:	