

RMW Equal Opportunities and the Welsh Language

R&M Williams Ltd. have adopted the principle that in the conduct of its business in Wales it will treat the English and Welsh languages on the basis of equality so far as is both appropriate in the circumstances and reasonably practical.

Although there is no statutory requirement for R&M Williams Ltd. to prepare a Welsh Language Scheme under the Welsh Language Act 1993, we feel strongly that bilingual services should be provided for our workforce and the public in order to uphold the following principles: that the aforementioned members of our workforce and the public can express their opinions and convey their needs better in their preferred language of the importance of providing services.

R&M Williams Ltd. have adopted the principle that in the conduct of its business in Wales it will treat the English and Welsh languages on the basis of equality. We believe that offering services which respect an individual's choice of language can make a significant difference to the experience of the individual. We wish to encourage people who have dealings with R&M Williams Ltd. to feel comfortable using their preferred language. We will provide our services bilingually wherever it is practical and appropriate.

R&M Williams Ltd. will promote the use of the Welsh language through its activities and services and we will encourage Welsh speakers to use more Welsh in their everyday lives. It is normal practice so that it becomes natural to offer a service in Wales's two official languages wherever that is suitable, reasonable and practical.



MJ MORRIS

Signed:

Name: MARTYN MORRIS Position: Commercial

Director Date: 12th November 2022