

Equality, Diversity and Inclusion Policy

Emprowe Energy

Document No: DOC03

Issue Date: 01/01/2023

Equality, Diversity and Inclusion are integral parts of Emprowe Energy's culture, principles and values. Being inclusive of individuals with different backgrounds views, experience and capabilities working together makes us stronger and better as an organisation. We are committed to recruiting and retaining people who respect each other and our customers, have a broad range of skills, experiences and frames of reference to drive innovation and help us to achieve our ambition.

The Company is committed to:

- Against unlawful discrimination of, employees, customers, the public and any other third party we encounter.
- Providing equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- Encourage equality and diversity in the workplace as part of our culture, principles and values.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.
- Not unlawfully discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- Promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination
- Ensuring everyone is held liable for their acts of bullying, victimisation, harassment and unlawful discrimination, in the course of their employment, against fellow employees and customers and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities
- Such acts will be dealt with as misconduct under the organisation's Disciplinary & Grievance Policy, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

- Sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make opportunities available for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.



Matt Haarhoff (Director)

1st January 2023