

## EQUAL OPPORTUNITES POLICY

Engineers Mate has a positive commitment to Equal Opportunities & Diversity and the avoidance of discrimination of any kind.

The company supports the policy of equal access to, and treatment within, its employment, promotion & training programmes, especially in respect of the following “Protected Characteristics”.

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

To further this, the policy has been developed & communicated to all employees under the normal terms & conditions of employment, applicable to all.

We all have a responsibility to embrace & support this vision and must continue to challenge behaviour and attitudes that prevent us from achieving this. Using fair, objective and innovative employment practices, our aim is to ensure:

- All employees (full time, part time, fixed term and casual), and potential employees are treated fairly and with respect at all stages of their employment.
- All employees have the right to be free from discrimination, harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, transsexual status, marital and civil partnership status, race, disability, age, political or religion or belief or sexual orientation, pregnancy and maternity. This includes direct discrimination, associative discrimination, perceptible discrimination, indirect discrimination, harassment, third party harassment and victimisation.
- All visitors, suppliers & customers’ personnel will also be treated with respect & dignity.

The company, via its Directors, has the responsibility to monitor the actions of employees, to ensure compliance with this policy and taking action to amend any non-compliance.

