



CORPORATE POLICY

EQUAL OPPORTUNITIES



01952 676 925



info@engineersmate.com

Engineers Mate Ltd are committed to being an equal opportunities employer and promoting diversity in the workplace. We take a proactive approach to preventing discrimination of any kind and ensure fairness, respect, and inclusivity across all areas of our business.

Our Commitment to Equal Opportunities

We believe everyone should have equal access to employment, training, and promotion. Our policy ensures that decisions are based on skills, performance, and potential, never on bias or prejudice.

We actively protect the following Protected Characteristics, as defined by the Equality Act 2010:

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

Creating a Respectful & Inclusive Workplace

Our Equal Opportunities & Diversity Policy applies to all employees and is communicated clearly within the normal terms and conditions of employment. Everyone at Engineers Mate shares the responsibility to uphold this policy, challenge inappropriate behaviour, and contribute to an inclusive culture.

We are committed to:

- Ensuring that all employees whether full-time, part-time, fixed-term, or casual are treated fairly and with respect at every stage of employment.
- Guaranteeing that staff are free from discrimination, harassment, bullying, or unwanted behaviour of any kind, including direct discrimination, associative discrimination, perceptive discrimination, indirect discrimination, harassment, third-party harassment, and victimisation.
- Extending the same respect and dignity to customers, suppliers, and visitors as we do to our own employees.

Accountability & Compliance

Our Directors take full responsibility for ensuring this policy is implemented and upheld. They are committed to:

- Monitoring compliance across all areas of the business.
- Taking corrective action if non-compliance or inappropriate behaviour is identified.
- Continuously improving practices to support a more inclusive and diverse workforce.



Our Vision

By adopting fair, objective, and innovative employment practices, we aim to build a workplace where every individual feels valued, respected, and able to thrive.

At Engineers Mate Ltd, diversity is a core part of our culture, helping us to create stronger teams and deliver better outcomes for our employees, customers, and partners.

On behalf of Engineers Mate Ltd



Andy Bowyer
Director

