

Introduction

Pipeline Energy Solutions recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out our position on equal opportunity and fairness in all aspects of employment, including recruitment, promotion and remuneration, and provides guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, disability, part-time and fixed term contract status, age, sexual orientation or religion, as defined by the Disability Discrimination Act 1995

We recognise, respect and value difference and diversity within and across the business. An environment in which staff and visitors feel equally valued and respected is key to the realisation of the business aims and objectives

Definition of Discrimination

- Discrimination can be direct or indirect. Both forms of discrimination must be avoided.
- Direct discrimination occurs when one person is treated less favorably than another on grounds relating to sex, race, marital status, age, disability, sexual orientation or religion.
- Indirect discrimination occurs where a requirement is imposed which can be complied with by a smaller proportion of persons of a particular sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, than persons in another group and which is not objectively justifiable in the given situation.

Statement of policy

It is our policy to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. We are committed not only to our legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.

We recognise that adhering to this policy combined with relevant employment policies and practices, maximises the effective use of individuals in both our and

EQUALITY, DIVERSITY AND INCLUSION POLICY



the employees' best interests. We recognise the great benefits in having a diverse workforce with different backgrounds, solely employed on ability.

The application of recruitment, training, and promotion policies to all individuals will be on the basis of job requirements and the individual's ability and merits.

All employees will be made aware of the provisions of this policy.

Recruitment and promotion

Advertisements for posts will give sufficiently clear and accurate information to enable potential applicants to assess their own suitability for the post. Information about vacant posts will be provided in such a manner that does not restrict its audience in terms of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion.

Recruitment literature will not imply a preference for one group of applicants unless there is a genuine occupational qualification that limits the post to this particular group, in which case this must be clearly stated.

All vacancies will be circulated internally.

All descriptions and specifications for posts will include only requirements that are necessary and justifiable for the effective performance of the job.

All selection will be thorough, conducted against defined criteria and will deal only with the applicant's suitability for the job. Where it is necessary to ask questions relating to personal circumstances, these will be related purely to job requirements and asked to all candidates.

Employment

We will not discriminate on the basis of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion in the allocation of duties between employees employed at any level with comparable job descriptions.

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We will put in place any reasonable measures and/or adjustments within the workplace for those employees who become disabled during employment or for disabled appointees.

All employees will be considered solely on their merits for career development and promotion with equal opportunities for all.

Training

Employees will be provided with appropriate training regardless of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion.

All employees will be encouraged to discuss their career prospects and training needs with their Manager.

Monitoring

It is the responsibility of Line Managers to ensure that all aspects of this policy are kept under review and are operated throughout the company.

Where it appears that applicants/employees are not being offered equal opportunities, circumstances will be investigated to identify any policies or criteria that exclude or discourage certain employees and, if so, whether these are justifiable.

Grievances and Victimisation

We emphasise that discrimination is unacceptable conduct that may lead to disciplinary Procedures.

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A handwritten signature in black ink, appearing to read "DR", on a light blue background.

Date: 04/02/2025

David Richardson
Managing Director