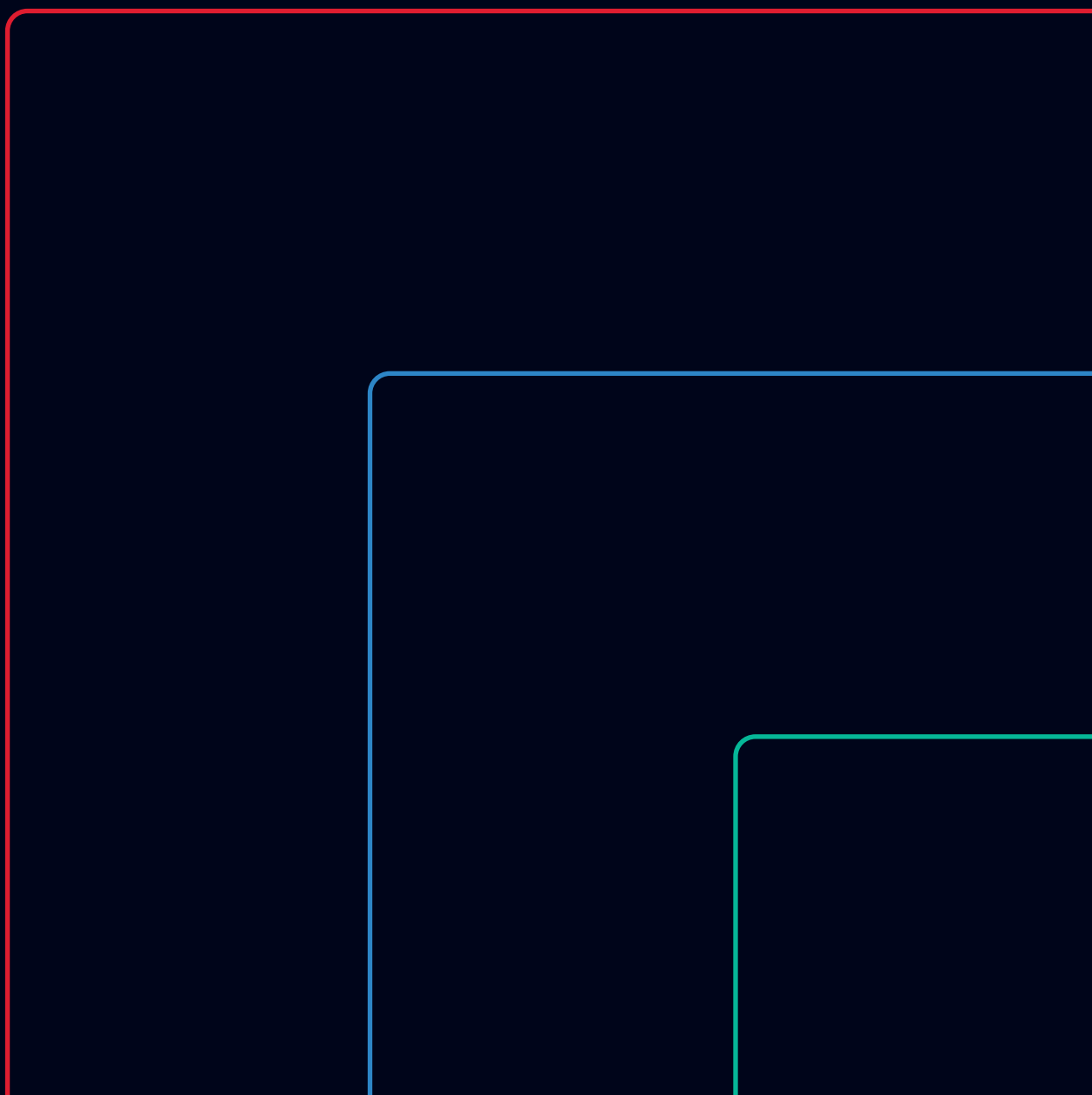


# Diversity, Equality, and Inclusion Policy



# Introduction

UES is committed to promoting a diverse, inclusive, and equitable workplace where every employee, regardless of background, identity, or personal characteristics, feels valued, respected, and has equal opportunities for success. This policy outlines our commitment to diversity, equality, and inclusion and sets the foundation for creating a positive and inclusive work environment.

# Commitment Statement

UES is dedicated to:

- Embracing diversity: We value and respect the unique backgrounds, perspectives, and experiences of all employees.
- Promoting equality: We ensure that all employees are treated fairly and have equal access to opportunities and resources.
- Encouraging inclusion: We actively create an environment where employees feel welcomed, heard, and empowered to contribute their best.

# Scope

This policy applies to all employees, contractors, and stakeholders associated with UES.

# Responsibilities

The management team at UES is responsible for:

- Setting an example by demonstrating a commitment to DEI principles.
- Implementing and upholding this policy.
- Encouraging and supporting DEI initiatives within their teams.
- Holding themselves and their teams accountable for promoting diversity, equality, and inclusion.

All employees are expected to:

- Treat colleagues, clients, and partners with respect and dignity, regardless of their background or identity.
- Participate in DEI training and education programs as required.
- Report any incidents of discrimination, harassment, or bias to the appropriate channels within the company.
- Contribute positively to a diverse and inclusive workplace culture.

# Equal Employment Opportunity

UES provides equal employment opportunities to all employees and applicants for employment without regard to:

- Race, colour, ethnicity, or nationality.
- Gender, gender identity, or gender expression.

- Sexual orientation.
- Age.
- Religion or belief.
- Disability.
- Veteran status.
- Any other protected characteristics as defined by applicable laws and regulations.

# Inclusion & Accessibility

UES is committed to ensuring that our workplace is accessible and inclusive for all employees, including those with disabilities. Reasonable accommodations will facilitate equal participation and opportunities.

# Training & Education

UES will provide training and education programs on diversity, equality, and inclusion to help employees understand and promote these principles within the organisation.

# Reporting & Accountability

Employees who believe they have witnessed or experienced discrimination, harassment, or bias should report such incidents to their supervisor, HR department or through an established confidential reporting mechanism. UES will investigate and address these reports promptly and confidentially.

## Review & Updates

UES will annually review this policy and update it to reflect evolving best practices and legal requirements.

## Conclusion

UES is committed to creating a workplace that reflects the diversity of our society and values the contributions of all employees. Diversity, equality, and inclusion are fundamental to our success, and we will actively work to uphold these principles in every aspect of our operations.

Name: Adam Griffiths

Date: 04.12.2023

Managing Director

Unitary Engineering Services Ltd

Signed:

