



## Equal Opportunities Policy

At ESS Ltd, we are committed to providing a positive and inclusive environment where everyone is treated with dignity and respect. We believe in equal opportunities for all individuals, irrespective of their race, colour, ethnicity, nationality, religion, belief, gender, sexual orientation, age, disability, or any other characteristic protected by law.

Our Equal Opportunities Policy outlines our commitment to promoting equality, preventing discrimination, and fostering an inclusive culture within our organisation. This policy applies to all employees, associates, job applicants, learners, and visitors.

### 1. Equality and Diversity

- We are dedicated to creating an environment that celebrates and values the diversity of our workforce, learners, and visitors.
- We will provide equal opportunities for recruitment, training, career development, and promotion, based solely on merit, skills, and qualifications.
- Discrimination or harassment based on any protected characteristic will not be tolerated. This includes direct or indirect discrimination, victimisation, or harassment.
- We will endeavour to make reasonable adjustments to accommodate individuals with disabilities to ensure they can fully participate in our programs and activities.

### 2. Responsibilities

- Everyone associated with ESS Ltd has a responsibility to adhere to this policy and ensure that equal opportunities are upheld.
- Discrimination or harassment in any form should be reported immediately to Lorna McBreen, CEO.
- Any concerns or complaints regarding discrimination or unfair treatment will be treated seriously, promptly, and confidentially. We will take appropriate action to address such matters.



Exceeding Safety Standards

### **3. Training and Development**

- We will provide training and educational opportunities to raise awareness about equal opportunities and diversity issues.
- We will regularly review and update our policies and procedures to ensure they align with current legislation and best practices.

### **4. Recruitment and Selection**

- Our recruitment and selection processes will be fair, transparent, and free from discrimination.
- Vacancies will be advertised widely to attract a diverse pool of candidates.
- Selection criteria will be based solely on skills, qualifications, and relevant experience necessary for the role.
- We will provide reasonable adjustments during the recruitment process to accommodate individuals with disabilities.

### **5. Monitoring and Review**

- We will regularly monitor and review our Equal Opportunities Policy to ensure its effectiveness and make improvements where necessary.

### **6. Communication**

- This Equal Opportunities Policy will be communicated to all through our website.
- We will encourage open dialogue and communication regarding equality and diversity issues and provide a safe environment for discussion and feedback.

At ESS Ltd, we are committed to creating a workplace and learning environment that embraces equality, diversity, and inclusion. This policy serves as a foundation for our ongoing efforts to promote equal opportunities and prevent discrimination.

*Lorna McBreen*

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Lorna McBreen, CEO

12.07.2023

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Date