

EQUALITY, DIVERSITY AND INCLUSION POLICY

Corporate Policy Document

Document reference	GES-POL-EDI-001
Version	1.0
Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
Effective date	22nd July 2026
Next review	22nd July 2027

DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

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1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd is committed to equality of opportunity, to eliminating discrimination, and to fostering an inclusive working environment in which everyone is treated with dignity and respect. The Company complies with the Equality Act 2010 in all its activities, as an employer, as a contractor, and as a provider of services to the public.

2 SCOPE AND PROTECTED CHARACTERISTICS

- 2.1 This policy applies to all directors, employees, workers, consultants and sub-contractors of the Company ("staff") at every location where the Company works, including client premises, occupied homes and construction sites.
- 2.2 No person shall receive less favourable treatment on the grounds of any protected characteristic: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. This applies to recruitment, terms of engagement, training, promotion, allocation of work, pay, discipline, dismissal, and to the treatment of clients, suppliers and members of the public.

3 PROHIBITED CONDUCT

- 3.1 The Company prohibits direct and indirect discrimination, harassment, victimisation, and instructing or pressuring others to discriminate. Banter, jokes or remarks based on protected characteristics are harassment and are not tolerated on any site or in any Company communication, vehicle or premises.

4 COMMITMENTS

- 4.1 The Company will:
- (a) recruit, engage, promote and reward on merit, skills and competence alone;
 - (b) make reasonable adjustments for disabled staff, applicants and clients, including in relation to premises access and how services are delivered;
 - (c) take seriously and investigate every complaint of discrimination, harassment or victimisation under the Anti-Harassment and Bullying Policy and the Disciplinary and Grievance Policy;
 - (d) require sub-contractors and suppliers to meet equivalent standards as a condition of engagement;
 - (e) support the development of a diverse workforce in the electrical trade, including through apprenticeships and training; and
 - (f) treat every client and member of the public fairly and respectfully regardless of any protected characteristic.

5 RESPONSIBILITIES

- 5.1 The Managing Director is responsible for this policy and for dealing with complaints. Every member of staff is personally responsible for their own conduct, and managers and supervisors must challenge and report inappropriate behaviour whenever it occurs.

6 NON-COMPLIANCE

- 6.1 Breach of this policy by an employee is a disciplinary matter which may amount to gross misconduct. Breach by a sub-contractor is a breach of their terms of engagement and may lead to removal from site and termination of engagement.

7 REVIEW

- 7.1 This policy is reviewed at least annually by the Managing Director and additionally following any incident, change in legislation, or change in the business, with changes recorded in the version history and reissued to all staff.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: *Shaye Grant*

Shaye Grant, Managing Director Date: 22nd July 2026