

POL28 HR EQUAL OPPORTUNITIES POLICY

The provision of this policy applies to all employees and key 3rd parties delivery services on behalf of and in the name of the company.

System Engineering Group and all subsidiary companies are all committed in its pursuit of business operational excellence to equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. This commitment is underpinned by the Company's core values, expressed in its mission statement:

- Freedom of thought and expression.
- Freedom from discrimination.
- Freedom from persecution.
- Fair treatment of concerns.
- Calling out discrimination

System Engineering Group is therefore committed to a policy and practice which require that, for workers regardless of status, native language and education to be entitled to certain freedoms of expression in their personal values and religious traditions. We operate on the premise of null or equal value and recognise and allow for free beliefs, traditions and religion to be exercised with reasonable notice and discretion.

All employees regardless of status shall be determined by personal merit of equal development and progression within their job role and position. Subject to statutory provisions no member of staff for appointment as a member of advancement or other position in the company will be treated less favourably than another because of her or his belonging to a protected group. This commitment applies to a former employee where the alleged unlawful conduct arises out of and is closely connected to the former staff member's previous relationship with the business.

Protected groups are defined in the Equality Act 2010 as Sex, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race (including Indigenous Peoples, Ethnic or National Origin, Nationality or Colour), Disability, Sexual Orientation, Age, or Religion or Belief. The Company respects all religious and philosophical beliefs, as well as the personal choice on lack of religion or belief, and the right of all members of its community to discuss and debate these issues freely.

If any person appointed as a member of staff considers that he or she is suffering from unlawful discrimination, harassment, or victimization in her or his admission, appointment, or progression because of belonging to any of the above protected groups, he or she may make a complaint, which will be dealt with through the agreed procedures for complaints or grievances or the procedures for dealing with bullying and harassment, as appropriate.

The Company will take active steps to promote good practice. In particular it will: Work towards the elimination of unlawful discrimination, harassment, and victimization based on a protected characteristic, whether actual, perceptive, or associative.

The Company takes a stance the exploitation of child as labour below the age of 16 and not in a formal education or a structured learning programme. We do not support enterprises that use children or exploit them in any way,

Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.

Foster good relations between persons who share a protected characteristic and persons who do not share it.

Subject its policies to continuous assessment in order to examine how they affect protected groups and to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact.

Monitor the recruitment and progress of all students and staff, collecting and collating equalities information and data as required by law or for the furtherance of business equalities objectives.

Promote an inclusive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of best practice, policies, and training.

Take positive action wherever possible to support this policy and its aims. Publish this policy widely amongst staff, together with policy assessments, equality analysis and results of monitoring.

This Equal Opportunities Policy will be implemented in accordance with all UK legislation and the United Nations Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights (Ruggie protect, respect and remedy Principles).

It considers:

- Governance and Policy Development, including relevant committees, compliance, equal pay, assessing the impact of policies and practices and reporting.
- Developing and Implementing Best Practice.
- Inclusive Practice for all Staff—including the Company Equality and Diversity, Dignity at Work, and Dignity procedures fighting for social justice and freedom from racism.
- Promotion of Equality and Diversity, including relevant diversity events, training, and guidance.
- Data and Information Provision, including appropriate monitoring and compliance reporting.

Progress against actions and objectives will be reported in the Equality and Diversity Annual Reviews and Reports.

The Company will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements. This will be informed by:

- The Equality Act (2010) and associated secondary legislation.
- Criminal Justice and Immigration Act (2008).
- The Racial and Religious Hatred Act (2006).
- The Civil Partnership Act (2004).
- The Gender Recognition Act (2004).
- Criminal Justice Act (2003).
- The Human Rights Act (1998).
- The Protection from Harassment Act (1997).
- Special Education Needs and Disability Act (2001).

In addition, this will be informed by the Codes of Practice or Guidance issued by the Equality and Human Rights Commission and other relevant bodies. These Codes are not legally binding (though they are admissible as evidence in ACAS Employment Tribunals) and the Company supports them fully.

This policy will be amended as appropriate annually to meet the demands of future legislation.

Signed by:



Phil McClennon
Director
Hardtech H.V. Limited

6th January 2025

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outcome™

