

Equal Opportunities Policy

1. Introduction

Constant Power Services recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out the organisation's position on equal opportunities in all aspects of employment, including recruitment and promotion, 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 as defined by the Disability Discrimination Act 1995, part-time and fixed term contract status, age, sexual orientation or religion.


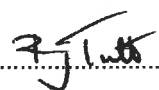


2. Definition of Discrimination

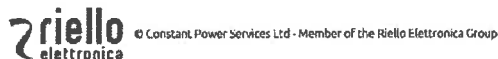
Discrimination can be direct or indirect. Both forms of discrimination must be avoided.

- a. Direct discrimination occurs when one person is treated less favourably than another on grounds relating to sex, race, marital status, age, disability, sexual orientation or religion.
- b. 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 status.

3. Statement of Policy

- a. It is the policy of Constant Power Services 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 justifiable. The organisation is committed not only to it's legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.
- b. Constant Power Services recognises that adhering to the Equal Opportunities Policy, combined with relevant employment policies and practices, maximizes the effective use

Signed..... 	Kevin Wilson (U.K. Director)	Date:	1st November 2019
		Renewal Date:	1st November 2020
Signed..... 	Rob Tutt (Operations Manager)	Date:	1st November 2019
		Renewal Date:	1st November 2020
Signed..... 	Chris Cowley (Commercial Manager)	Date:	1st November 2019
		Renewal Date:	1st November 2020
Signed..... 	Julie Atkinson (Company Accountant)	Date:	1st November 2019
		Renewal Date:	1st November 2020



Company Reg: 05893658



VAT No: 491383037