



Equal Opportunities

Policy

IMS-POL-006

1. Purpose

EnSmart Power is committed to providing equal opportunities for all employees, workers and job applicants. We believe that every individual should be treated fairly, with dignity and respect, and that employment decisions should be based solely on merit, skills, qualifications and business needs.

We are committed to maintaining a workplace free from unlawful discrimination, harassment, bullying and victimisation.

2. Scope

This policy applies to all employees, directors, contractors, agency workers, apprentices, temporary staff, job applicants and anyone working on behalf of EnSmart Power.

It applies to all aspects of employment, including recruitment, selection, training, promotion, remuneration, performance management, career development and termination of employment.

3. Our Commitment

EnSmart Power will:

- Provide equal opportunities throughout the employment lifecycle.
- Recruit, develop and promote employees based on merit, competence and business requirements.
- Ensure that no individual is disadvantaged because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or any other characteristic protected by applicable legislation.
- Maintain a workplace free from discrimination, harassment, bullying and victimisation.
- Make reasonable adjustments where appropriate to support employees and applicants.
- Foster a culture of fairness, respect and inclusion across the organisation.
- Comply with all applicable equality and employment legislation.

- Investigate any allegations of discrimination promptly, fairly and confidentially.

4. Responsibilities

Management is responsible for promoting equal opportunities and ensuring employment decisions are fair, objective and consistent with this policy.

All employees are expected to:

- Treat colleagues, customers, suppliers and visitors with dignity and respect.
- Promote a positive and inclusive working environment.
- Report any concerns relating to discrimination, harassment or unfair treatment.
- Support EnSmart Power's commitment to equal opportunities.

5. Monitoring and Review

EnSmart Power will regularly review its employment practices and this policy to ensure continued compliance with legal requirements and to promote continual improvement in equality and fairness throughout the organisation.

Our Commitment

EnSmart Power is committed to creating a workplace where everyone is respected, valued and given an equal opportunity to succeed. We believe that fairness, diversity of thought and mutual respect strengthen our people, our business and our ability to serve our customers.

Related Documents

- IMS-POL-001 – Company Policy
- IMS-POL-004 – Code of Business Ethics
- IMS-POL-005 – Whistleblowing Policy
- IMS-POL-007 – Diversity Policy

- Employee Handbook
- Recruitment & Selection Procedure
- Grievance Procedure
- Disciplinary Procedure

Signed:



Deniz Keskin

Managing Director

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