



Equality, Diversity & Inclusion (EDI) **Policy**

IMS-POL-007

1. Purpose

The aim of the policy is to ensure no job applicant or employee is discriminated against either directly or indirectly on any unlawful grounds.

ENSMART POWER is committed to creating a workplace where everyone is treated with dignity, fairness and respect. We recognise that a diverse workforce brings different perspectives, skills and experiences that strengthen our business and support innovation.

We are committed to providing an inclusive working environment where all individuals have equal opportunities to contribute, develop and succeed.

2. Scope

This policy applies to all employees, directors, agency workers, contractors, job applicants and any person working on behalf of ENSMART POWER.

3. Our Commitment

ENSMART POWER will:

- Promote equality, diversity and inclusion throughout our organisation.
- Provide equal opportunities in recruitment, training, promotion and career development.
- Treat everyone fairly and with respect, regardless of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or any other characteristic protected by law.
- Foster a workplace free from discrimination, harassment, bullying and victimisation.
- Encourage collaboration, mutual respect and an inclusive culture where everyone feels valued.
- Make employment decisions based on merit, skills, qualifications and business needs.

4. Responsibilities

Everyone working for or on behalf of ENSMART POWER is responsible for:

- Treating colleagues, customers, suppliers and visitors with dignity and respect.

- Promoting an inclusive working environment.
- Challenging inappropriate behaviour where it is safe to do so.
- Reporting any concerns relating to discrimination, harassment or unfair treatment.

Managers are responsible for leading by example and ensuring this policy is applied fairly and consistently.

5. Monitoring and Review

ENSMART POWER will regularly review its employment practices and this policy to ensure continued compliance with applicable legislation and to promote continual improvement in equality, diversity and inclusion.

Our Commitment

We believe that diversity strengthens our business, inclusion drives innovation and respect creates opportunity. By valuing every individual, we build stronger teams, better solutions and lasting relationships.

Related Documents

- IMS-POL-001 – Company Policy
- IMS-POL-004 – Code of Business Ethics
- IMS-POL-005 – Whistleblowing Policy
- IMS-POL-013 – Occupational Health & Safety Policy

Signed:



Deniz Keskin
Managing Director

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