



Power Lines, Pipes and Cables Ltd (PLPC Ltd) is an equal opportunity employer. Individuals are selected on the basis of their qualifications, experience and merits to perform the tasks required. Our policy is to be fair and consistent in all aspects of our business. We recognise, respect and value differences and diversity. We embrace equality as part of our normal way of doing things because we believe that it is the right thing to do for our people, our clients and our success.

Our objective is to be an equal opportunities employer in all respects. This applies to recruitment, training, pay, benefits, promotion, maternity, parenthood, discipline and grievance, but is not limited to these areas.

The Company takes seriously its duty not to unlawfully discriminate based on the following characteristics: sex, race, nationality, colour, disability, religion or belief, marriage or civil partnership, pregnancy and maternity, sexual orientation, gender reassignment or age and criminal record (in some cases).

The Company is committed to supporting the aims of the following legislation:

- Equality Act 2010

Our Commitments:

1. Encourage equality, diversity, and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and contributions are recognised and valued.
3. Provide training to managers and employees about their rights and responsibilities under the equality, diversity, and inclusion policy.
4. Take serious complaints of bullying, harassment, victimisation, and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public, and any others in the course of the organisation's work activities.

This policy is designed to ensure that all employees and managers understand their rights and responsibilities in relation to equal opportunities.

This policy applies to all permanent and fixed term staff employed by the Company also any contractors, suppliers, consultants or people acting under or on behalf of the Company.

Every employee has the right to question discrimination in the workplace and is encouraged to discuss these issues with their manager. Any employee found to be engaging in any type of unlawful discrimination will be subject to Actavo disciplinary procedure, up to and including termination of employment.

Responsibilities

The Managing Director has overall responsibility for the co-ordination, development and enforcement of the Equality and Diversity Policy.

All Managers and Employees are expected to comply with the Equality and Diversity Policy in their dealings with each other and when dealing with every third party (on behalf of the Company). All staff are expected to conduct themselves in a way that helps the organisation provide equal opportunities in employment and prevent bullying, harassment, victimisation, and unlawful discrimination.

The Company welcomes any information or suggestions from any employee, on any equal opportunities

matter. In particular, employees are requested to bring to the attention of the Company, any matters or areas, where it is believed that the Policy is not being met.

Recruitment and Training

The Company will endeavor to promote job applications from all sections of the community. The Company will endeavor to interview the most suitable candidates for each position regardless of sex, race, ethnic origin, nationality, colour, disability, religion or belief, marriage or civil partnership, pregnancy and maternity, sexual orientation, gender reassignment or age.

Selection criteria for positions within the Company shall not discriminate against any section of the community. The Company is committed to employing people who best meet its recruitment and selection criteria. Employment will be based on merit, of meeting the requirements of the job and all applicants will be considered equally on that basis.

The Company will ensure that all employees have equal access to the training they require, to carry out their jobs and to progress in their careers. Basic training on awareness and on the importance of equal opportunities will be made available to all employees as part of induction training.

Pay, Benefits and Promotion

The Company supports the aims of Equal Pay under (Equality Act 2010) and shall from time to time review pay and benefits structures to ensure compliance with the Act.

The Company aims to ensure that employees are given promotion opportunities solely on the basis of ability. All suitably qualified employees will normally have the opportunity to apply for promoted posts.

Maternity and Parenthood

The Company aims to comply with all relevant legislation in respect of maternity, paternity and adoption rights.

The Company will endeavor to provide employees with adequate information about their employment rights as parents or prospective parents. The Company also recognises its statutory obligations regarding an employee's right to return to work following a period of confinement.

Discipline and Grievance

The Company aim to ensure that disciplinary and grievance matters are dealt with in a consistent manner, free from any discriminatory factors. The Company considers that harassment, bullying and victimisation are particularly odious forms of discrimination, and this will not be tolerated. Any employee found to have discriminated against a fellow employee or third party by means of harassment, bullying or victimisation will be liable to summary dismissal. The Company recognises that employees from majority groups, as well as those minority groups, may be subject to discrimination.

Any alleged breach of the Policy will normally be dealt with under the Company's Disciplinary and Grievance procedures. Employees, who believe that they have been subjected to any act of discrimination at work, are strongly encouraged to raise the issue with the management team.

Harassment

No worker or member of the public should feel intimidated or threatened by harassment due to their religious beliefs, political opinion, sex, sexual orientation, marriage or civil partnership, race, ethnic or national origin, colour, disability, age, appearance, pregnancy and gender reassignment, or for any other reason. It must be noted that the motive or intent behind the behavior is not relevant: even if meant in harmless fun or in another non-detrimental way. ***The importance lies in the impact of the behavior on the recipient.***

Review

This policy will be reviewed and updated in the event of new legislation or at least annually.

This policy will be displayed at our Carlisle office and on the company website, with distribution to customers, suppliers or any person, group or organisation on request.

Signed:



Dale Harrison
Managing Director

Last Reviewed: April 2025
Next Review Date: April 2026

