

GENR8ing the future of cleantech innovation



Equality and diversity Policy



For more information visit www.ecogenr8.com

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Company number 7455556

VAT registration number GB112217371

Equality and diversity Policy statement

This Policy applies to all persons working for EcoGenR8 Limited and its trading divisions, AFECO and Innov8 Products (the **Company**) or on its behalf in any capacity, including employees at all levels, directors, agency workers, seconded workers, agents, contractors and suppliers (**workers**).

This Policy takes into account and supports the policies, procedures and requirements documented in the Company's Management Systems, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The implementation and operation of these management systems underlines its commitment to this Policy.

It is the Policy of the Company to recruit, develop and retain the most talented people, regardless of their background, including sex, gender reassignment, race, disability, age, sexual orientation, religion or belief, marriage and civil partnership and pregnancy and maternity.

The Company is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different background and experiences can bring valuable insights to the workplace and enhance the way we work.

The Company aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackle and eliminate discrimination.

The Company expects that our suppliers in turn will hold their own suppliers to the same high standards.

Further clarification

The Company considers that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups in its employment.



The Company considers diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the Company too.

The Company acknowledges that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

Our commitment

Every employee is entitled to a working environment that promotes dignity, equality and respect for all. The Company acknowledges its responsibilities under the Equality Act 2010 and will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic, including the following:

- Sex;
- Gender reassignment;
- Race (including ethnic origin, colour, nationality and national origin);
- Disability;
- Age;
- Sexual orientation;
- Religion or belief;
- Marriage and civil partnership; and
- Pregnancy and maternity.

Discrimination on the basis of work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated.

All employees will be encouraged to develop their skills and fulfil their potential. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

No form of intimidation, bullying or harassment will be tolerated. Employees are encouraged to resolve any discrimination suffered in the first instance with their line manager or senior colleague. The Company has a Whistleblowing Policy as well as a Discipline Procedure that can also be followed. Allegations regarding potential breaches of this Policy will be treated in confidence and investigated in accordance with the appropriate procedure. The Company will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by the Company as a result. However, false allegations of a breach of this Policy which are found to have been made in bad faith will be dealt with under the Company's Discipline Procedure. A person found to have breached this Policy may be subject to disciplinary action under the Company's Discipline Procedure.

This Policy applies to all conduct in the workplace and also outside the workplace that is work related e.g. at meetings and social interactions with colleagues. The Company has set out some specific areas of application of this Policy:

- **Recruitment**
Selection for employment will be on the basis of aptitude and ability only
- **Training**
Employee's may be required to attend training and development activities to encourage the promotion of the principles of this Policy
- **Promotion**
All promotion decisions will be made on the basis of merit only
- **During employment**
Benefits and facilities available to employees will be regularly reviewed to ensure appropriate conditions are provided to meet the special needs of disadvantaged or under-represented groups

The Company also has a Corporate Social Responsibility Policy which further defines its stance.

Employees responsibility

The rights and obligations set out in this Policy apply equally to all workers, whether part-time or full-time on a substantive or fixed-term contract, and for clarity includes associated persons such as secondees, agency staff, contractors and others employed under a contract of service.

All employees have personal responsibility for the application of this Policy. It should be read and be familiarised with as part of each employee's induction and this Policy must be properly observed and fully complied with by all associated workers. Dedicated training is provided by the Company to ensure full understanding of the Equality Act which should be conducted annually by all workers.

This Policy is also of particular relevance to Directors, line managers and other employees concerned with recruitment training and promotion procedures and employment decisions which affect others.

Review

This Policy applies to EcoGenR8 Limited and its trading divisions, AFECO and Innov8 Products. It is reviewed for each financial year.

This Policy relates to the 2020 / 2021 financial year.

I take full responsibility for ensuring the policy is implemented.

Approved by A. Field
 Director
 November 2020


