



EQUALITY, DIVERSITY & INCLUSION POLICY

Statement of Policy

Global Energy Solutions Ltd incorporating Global Project Services Ltd is committed to creating and maintaining an inclusive, respectful, and fair environment in which everyone is treated with dignity and respect and eliminating unlawful discrimination. We value the diversity of our workforce, service users, partners, and communities, and we recognise that equality of opportunity and diversity are essential to achieving our aims and delivering high-quality outcomes.

We are committed to:

- Treating all individuals fairly, with dignity and respect
- Providing equality of opportunity in employment, training, and development
- Preventing and challenging discrimination, harassment, and victimisation
- Making reasonable adjustments in the workplace
- Ensuring our services are accessible and inclusive
- Valuing different perspectives, experiences, and skills
- Promoting a culture of inclusion where differences are respected and celebrated

The aim of the policy is to ensure no individual is discriminated against either directly or indirectly as informed by The Equality Act 2010, on the grounds of actual or perceived protected characteristics including age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We operate a zero-tolerance approach to discrimination. Breaches of this policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

Scope

This policy applies to all personnel, volunteers, contractors, consultants, and anyone else acting on behalf of the organisation. It also applies to all work-related activities, including recruitment, employment practices, service delivery, events, social functions, training, and decision-making.

Responsibilities

- Directors and the Senior Leadership of GES / GPS are responsible for
 - Ensuring personnel are aware of their responsibilities
 - Demonstrating commitment to equality, diversity, and inclusion
 - Addressing discriminatory behaviour promptly and effectively
- All personnel are responsible for
 - Being aware of their responsibilities
 - Reporting discriminatory behaviour promptly.
 - Implementing this policy fairly and consistently

Recruitment, Selection, and Professional Development

We will, through appropriate training, ensure that individuals making decisions will not consciously or unconsciously discriminate, in making these decisions.

Our aim is to ensure that:

- Recruitment, and selection processes are fair, transparent, and based on merit.
- No individual is disadvantaged by discriminatory practices.
- Reasonable adjustments are made throughout the recruitment and employment process.
- Training and continued professional development opportunities are accessible to all.
- All promotion will be in line with this policy.

We will

- Circulate this policy to all personnel, suppliers, and agencies responsible for our recruitment.
- Ensure that Job descriptions, and person specifications (where used) accurately reflect the job requirements.
- Adopt a consistent, non-discriminatory approach to the advertising of vacancies and not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group.

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Recruiter Responsibilities

- All personnel involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.
- Short listing and interviewing will be carried out by more than one person where possible.
- Interview questions will be related to the requirements of the job, and recruitment notes will be retained by the interviewer to defend decisions if challenged.
- Applicants shall not be disqualified because they are unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.
- Selection decisions will not be influenced by any perceived prejudices of other staff.

Reporting Concerns and Complaints

Anyone who believes they have experienced or witnessed discrimination, harassment, or victimisation is encouraged to report it promptly. Reports should be made to your direct line manager, or a company director accordance with the Bullying, Harassment and Victimisation Policy and Procedure in our company handbook. Concerns will be taken seriously, handled sensitively, and investigated fairly and confidentially where possible. No one will be treated unfavourably for raising a genuine concern.

Monitoring and Review

We will monitor the effectiveness of this policy and associated practices to ensure they remain fair, inclusive, and effective. This policy will be reviewed regularly and updated as required to reflect changes in legislation or organisational needs.

Signed on behalf of Global Energy Solutions Ltd by

Ross Thomson
Managing Director
Date: 01/03/2026

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