

Applies to: All	ORBITAL MARINE POWER	Issued on: January 2023
Classification: General	EQUITY, INCLUSION & DIVERSITY POLICY	Issued by: Management

A. INTRODUCTION

1. We are an equal opportunities employer. We are committed to equity of opportunity and an equitable workplace free from unfair and unlawful discrimination. The aim of this policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.
2. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All employees are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.
3. The Executive Management Team (CEO / CFO) has particular responsibility for implementing and monitoring the Equity, Inclusion and Diversity Policy and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equity of opportunity and eliminating unfair or unlawful discrimination.
4. All employees, workers or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Company.
5. Equity of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equity of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equity throughout the Company.

B. OUR COMMITMENT AS AN EMPLOYER

1. Orbital Marine Power recognises its responsibilities in relation to equity and diversity and are committed to operating an inclusive culture throughout the company by creating an environment in which individual differences and the contributions of our staff are recognised and valued.
2. Every employee, worker or self-employed contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
3. Training, development and progression opportunities are available to all staff.
4. Equity in the workplace is good management practice and makes sound business sense.
5. We will review all our employment practices and procedures to ensure fairness.
6. This policy will be monitored and reviewed annually.
7. We have clear procedures that enable our stakeholders, candidates for jobs and employees to raise a grievance or make a complaint if they feel they have been unfairly treated.
8. Breaches of our Equity, Inclusion and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.

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C. POLICY STATEMENTS

AGE

We will:

- ensure that people of all ages are treated with respect and dignity;
- ensure that people are given equal access to our employment, training, development and promotion opportunities; and
- challenge discriminatory assumptions about younger and older people.

DISABILITY

We will:

- provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities;
- challenge discriminatory assumptions about disabled people; and
- seek to continue to improve access to information by ensuring availability of loop systems, braille facilities, alternative formatting and sign language interpretation.

RACE

We will:

- challenge racism wherever it occurs;
- respond swiftly and sensitively to racists incidents; and
- actively promote race equity in the Company.

GENDER

We will:

- challenge discriminatory assumptions about gender;
- take positive action to redress the negative effects of discrimination against everyone;
- offer equal access for everyone to representation, services, employment, training and pay and encourage other organisations to do the same; and
- provide support to prevent discrimination against transgender people who have or who are about to undergo gender reassignment.

SEXUAL ORIENTATION

We will:

- ensure that we take account of the needs of everyone, including the LGBTQ+ communities; and
- promote positive images of the LGBTQ+ communities.

RELIGION OR BELIEF

We will:

- ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible; and
- respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

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PREGNANCY OR MATERNITY

We will:

- Ensure that people are treated with respect and dignity during pregnancy and during maternity leave;
- challenge discriminatory assumptions about the pregnancy or maternity of our employees; and
- ensure that no individual is disadvantaged and that we take account of the needs of our employees during pregnancy, during maternity leave and upon resumption of employment activities after maternity leave.

MARRIAGE OR CIVIL PARTNERSHIP

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- challenge discriminatory assumptions about the marriage or civil partnership of our employees; and
- ensure that no individual is disadvantaged as a result of their marriage or civil partnership status.

EQUAL PAY

We will:

- ensure that all employees have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

MENTAL HEALTH & WELLBEING

We will:

- ensure that suitable support mechanisms are introduced to ensure employee’s mental health and wellbeing are being looked after and that a good work/life balance is maintained.

COMPLIANCE

We will:

- always respect the local laws and regulations of any jurisdiction we are operating and doing business in.



Signed: _____

Andrew Scott, CEO

For and on behalf of Orbital Marine Power Ltd

Date: January 2023

Date of Review: January 2024