

**ENGINEERED SYSTEMS (ELECTRICAL) LTD**  
**Unit 1 Waterside Industrial Park, Waterside Road,**  
**Leeds, LS10 1RW**

**EQUALITY & DIVERSITY POLICY**

**PURPOSE:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD are committed to address the needs and rights of everybody in our employment to be treated with respect, dignity and in an environment in which a diversity of backgrounds and experiences is valued and encouraged.

**SCOPE:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD are totally opposed to discrimination of any kind and we treasure and promote equality and diversity within our company. Our aim is to embed the principles of equality into every aspect of our working life.

**CONTROL MEASURES:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD will counter all forms of discrimination on the grounds of gender, marital status, family responsibility, health status, sexuality, age, disability, race, ethnic or national origin, skin tone, religious or political belief, class, mental health or for other reasons such as pregnancy, maternity, or paternity.

Decisions made on pay, benefits, or offers of training are made on a fair basis and are not altered by protected characteristics of our employees. This means that gender, age or religion will not be used as a reason to offer differing pay levels to people in similar jobs or to not provide benefits or training to certain employees.

All employees and visitors have the right to freedom from harassment from both other employees and those not in our employment. They also have the right to be free from discrimination whether it be direct, indirect, associative or from perception. In addition, all our employees are entitled to fair access to the facilities we provide.

Our employees have the responsibility to challenge discrimination and to actively implement fairness and respect to all.

ENGINEERED SYSTEMS (ELECTRICAL) LTD has a complaint/grievance procedure for reporting events which conflict with the ethos of fair treatment. Personnel lodging a complaint/grievance will not be subject to victimization or receive different treatment.

Our policy aims to create the conditions whereby prospective or existing employees are treated solely on the basis of their merits, abilities, and potential, regardless of any irrelevant distinction. ENGINEERED SYSTEMS (ELECTRICAL) LTD are committed to a continuous program of action both to implement our Equality Policy throughout the company, and to ensure its reliability through regular review.

**CONSEQUENCES OF NON-COMPLIANCE:**

Where an employee commits a clear breach of company rules relating to this policy, action will be taken under our disciplinary procedures as appropriate.

**Signed by the Executive Responsible for Equality & Diversity:**



**Michael Keith**  
**Managing Director**  
**Date: 28<sup>th</sup> August 2025**