Equal Opportunities Statement

This policy statement relates to all employees at Energys Group Limited (comprising of Energy Conservation Solutions Ltd, Cube Lighting & Design and Cube Solar Installations Limited).

Energys Group is committed to building an organisation that makes full use of the talents, skills, experience and different cultural perspectives available in a multi-ethnic and diverse society. Energys Group wants employees to feel they are respected, valued and that they can achieve their potential regardless of race, colour, nationality, national or ethnic origins, sexual orientation, gender, disability or age.

Energys Group will follow the recommendations and guidance of the Equality and Human Rights Commission, in all our employment policies, procedures and practices, and in dealing with customers and members of the public.

Equal Opportunity Policy

The aims of this policy are to ensure that:

- No-one receives less favourable treatment on grounds of any protected characteristic (including age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex and sexual orientation); or is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on any other grounds.
- No-one is victimised for taking action against any form of discrimination or harassment, or instructed or put under pressure to discriminate against, or harass, someone on the above grounds.
- The organisation is free of unwanted conduct that violates the dignity of workers or creates an intimidating, hostile, degrading, offensive or humiliating environment.
- Opportunities for employment, training and promotion are equally open to male and female candidates, candidates from all racial groups, candidates with or without disabilities, candidates of any age and of any sexual orientation, religion or belief.
- Selection for employment, promotion, transfer, training and access to benefits, facilities and services will be fair and equitable and based solely on merit.

This policy applies to all aspects of employment, from recruitment to dismissal and former workers' rights.

We will take the following steps to put the policy into practice and to ensure that it is achieving its aims:

- The policy will be a priority for the organisation
- The Managing Director will be responsible for the day to day operation of the policy
- The policy will be communicated to all workers and job applicants and will be placed on the company's intranet and website
- Workers and their representatives will be consulted regularly about the policy and about related action plans and strategies
- All workers will be trained on the policy, on their rights and responsibilities under the policy and on how the policy will affect the way they carry out their duties. No-one will be in any doubt about what constitutes acceptable and unacceptable conduct in the organisation. Unacceptable conduct includes discrimination and harassment at work-related social functions
- Managers and workers in key decision-making areas will be trained on the discriminatory effects that provisions, practices, requirements, conditions and criteria can have on some groups and the importance of being able to justify decisions to apply them

- Complaints about discrimination or harassment in the course of employment will be regarded seriously and may result in disciplinary action, including possible dismissal. The grievance procedure will be published in a form that is easily accessible
- Opportunities for employment, promotion, transfer and training will be advertised widely, internally and externally, and all applicants will be welcomed irrespective of race, colour, nationality, ethnic or national origins, gender, sexual orientation, disability, age, religion or belief
- All workers will be encouraged to develop their skills and qualifications and to take advantage of promotion and development opportunities within the organisation. All employees carrying out work of 'equal value' will receive equal pay, regardless of their sex, race or any other protected characteristic and equal pay audits will be carried out as necessary
- Selection criteria will be entirely related to the job or training opportunity
- We will make reasonable changes to overcome physical and non-physical barriers that make it difficult for disabled employees to carry out their work and for disabled customers to access our services
- We will take a flexible approach to working arrangements. We will consider requests for changes carefully and objectively and will accommodate them unless it would cause significant difficulties to the business or employees
- Information on the ethnic and racial background, gender, disability and age of each worker and applicant for employment will be collected and analysed to monitor each stage of the recruitment process. The information will be held in strictest confidence and will only be used to promote equality of opportunity. Information about the religion/belief and sexual orientation of employees may also be monitored. Monitoring may include promotion and training if necessary
- If the data shows that people from particular groups are under-represented in particular areas of work, lawful positive action training and encouragement will be considered for workers and others from that group, to improve their chances of applying successfully for vacancies in these areas
- Grievances, disciplinary action, performance assessment and terminations of employment, for whatever reason, may also be monitored by gender, racial group, age, disability, religion/belief and sexual orientation if necessary
- Requirements, conditions, provisions, criteria and practices will be reviewed regularly, in the light of the monitoring results and revised if they are found to, or might, unlawfully discriminate on any of the above grounds. We will also regularly review advertising, recruitment and application materials and processes and this policy
- All contracts between Energys Group and contractors to supply goods, materials or services will include a clause prohibiting unlawful discrimination or harassment by contractors and their employees and by any sub-contractors and their employees. The clause will also encourage contractors and potential contractors to provide equality of opportunity in their employment practices
- The effectiveness of the policy will be monitored regularly
- Customers and clients will be made aware of the policy and of their right to fair and equal treatment, irrespective of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion/belief, disability or age
- Fair and equal treatment will be given to customers and members of the public by all employees. The business will investigate any complaints from employees that they are being harassed by a customer for reasons linked to protected characteristics and will take suitable action to prevent further incidents
- The business will take all necessary steps to ensure that employees are legally entitled to work in the UK, making sure that employees from outside the EU have permission to work here by checking the validity of documents and keeping copies of them for two years after the employment has come to an end
- The company will draw up an Action Plan detailing how this policy will be implemented in practice

This policy has been endorsed by Kevin Cox, Managing Director, and has the full support of senior management and the board of Directors.

Overall responsibility for the effectiveness of the policy lies with the Managing Director. For more information, please contact this person:

Name: Kevin Cox

Position: Managing Director

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Equality, Diversity and Inclusion Commitments

This section gives effect to the social commitments in the Energys Group ESG Strategy and Policy Suite and widens participation in a workforce and trade that remains heavily underrepresented outside a narrow demographic.

Scope of ESG commitments

Applies to recruitment, development, promotion and day-to-day treatment of all employees, workers and apprentices, and to how we structure our apprenticeship and trainee programmes.

Legal and regulatory context

- Equality Act 2010 — protected characteristics and reasonable adjustment duties.
- Human Rights Act 1998 — general reference for fair treatment.

Commitments

We will:

- Recruit, develop and promote on merit, free from discrimination on the grounds of any protected characteristic, using structured recruitment processes designed to reduce bias.
- Provide reasonable adjustments for employees and candidates who need them, on request and without requiring justification beyond what is reasonably necessary.
- Report workforce diversity annually at Board level alongside standard health & safety and quality metrics.
- Provide a clear, safe route for raising concerns about discrimination or unfair treatment, without fear of detriment — handled in conjunction with our Harassment and Bullying Policy and Sexual Harassment Policy.
- Monitor pay for indications of unjustified disparity and act where it is found.

Procedures and delivery

Recruitment panels use structured, criteria-based interviews. Diversity data is collected on a voluntary, anonymised basis at application stage and reported in aggregate only. Concerns are raised through line management or, where that is inappropriate, directly to HR or via the Whistleblowing Policy, and are investigated promptly and confidentially.

Monitoring, KPIs and review

This policy is reviewed annually by the Board alongside the wider ESG Strategy.



Signed: _____ Date: 1st November 2026

Kevin Cox
Managing Director
On behalf of Energys Group

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