Fairness, Inclusion & Respect Policy

1. Policy statement

Global Power Services Ltd (GPS) is committed to a workplace in which everyone is treated fairly, included and respected. We value the different experiences and perspectives of our people. An inclusive culture strengthens teamwork, performance and wellbeing across Head Office, projects and the wider supply chain.

Everyone should feel accepted, understood and valued at work, and share responsibility for helping others feel the same. Employment and business decisions will be based on objective, relevant criteria and not unfair personal bias.

2. Purpose and scope

This policy sets out GPS commitments to equal opportunity, diversity, inclusion and respectful working practices. It applies to employees, job applicants, agency workers, contractors, subcontractors, consultants and people acting on behalf of GPS, insofar as relevant to their relationship with the business.

It covers recruitment, selection, pay, allocation of work, training, promotion, working conditions, work-related events, site activities, business travel and work-related online communication. GPS expects its suppliers and other business contacts to support these principles.

3. Legal framework and equal opportunity

GPS will comply with the Equality Act 2010 and other applicable requirements. The nine protected characteristics under the Act are:

- Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity;
- Race (including colour, nationality and ethnic or national origins); religion or belief; sex; and sexual orientation.

GPS will not accept unlawful direct or indirect discrimination, discrimination arising from disability, failure to make reasonable adjustments, or less favourable treatment based on association or perception where protected by law. Individuals must not be subjected to unlawful victimisation for exercising or supporting equality rights.

Trade union membership, non-membership and protected trade union activities are governed separately by the Trade Union and Labour Relations (Consolidation) Act 1992, as amended, including the statutory workplace access framework. They are not additional Equality Act protected characteristics.

4. Our commitments: fairness, inclusion and respect

Fairness

Decisions about recruitment, appointment, pay, development, promotion and work allocation will be based on job-related merit, capability, competence and business needs, using consistent and transparent processes. We recognise that fair treatment can require individual support to remove barriers.

Inclusion

GPS aims to create an environment where individuals can contribute, be themselves and have access to appropriate opportunities. GPS will make reasonable adjustments for disabled applicants and employees where required by law and consider flexibility where operational and project requirements allow.

Respect

All personnel are expected to communicate professionally and treat colleagues, clients, suppliers, visitors and members of the public with dignity, including during disagreement or performance discussions. Positive and inclusive behaviour is expected in office, site and remote-working environments.

5. Recruitment, selection and employment practices

- Use fair and accessible recruitment methods to encourage applications from a wide range of suitably qualified candidates.
- Ensure job descriptions, essential requirements and assessment criteria are relevant, clear and non-discriminatory.
- Select and promote people based on skills, relevant experience, ability, potential and suitability for the role.
- Provide fair access to training, development and career progression, including appropriate guidance for those making recruitment decisions.
- Review working arrangements and consider adjustments for disability, pregnancy, caring needs

and other circumstances where appropriate and lawful.

Trade union rights and workplace access

GPS respects each worker's choice to join or not join a trade union, speak to a union, receive information or participate in lawful, protected union activities. No one will be disadvantaged because of that choice. Union must not improperly influence recruitment, pay, shifts, work allocation, training, promotion, opportunities or contract renewal.

GPS will handle requests from qualifying independent trade unions for physical or digital workplace access through the applicable statutory process and will comply with agreed access arrangements and Central Arbitration Committee determinations. Access does not itself confer union recognition or unrestricted entry to premises. Workers remain free to decide whether to engage.

Managers must record the date and time any potential access request first reaches them, preserve the original request and escalate it to the Group People Team and Legal the same working day. They must remain neutral and must not independently accept, reject or negotiate access, discourage participation, attend or record union access meetings, monitor attendance or track digital engagement.

Requests involving client sites, third-party premises, agency workers or shared workplaces must also be escalated. The Group People Team and Legal will assess scope, deadlines and reasonable steps to facilitate access, with proportionate health and safety, security, confidentiality and operational safeguards. Client or site-owner objections alone must not determine the response.

The Group People Team will arrange any statutory written information about the right to join a trade union in the prescribed form and within the applicable timescales. Managers must use approved neutral communications and follow the Trade Union Right To Access The Workplace Management Guidance.

membership, non-membership or protected involvement

6. Individual differences and confidentiality

GPS recognises different backgrounds, religious or philosophical beliefs and individual needs. Employees are expected to use respectful language and, where practicable, a colleague's expressed name and preferred form of address, while respecting the lawful rights of others. Concerns should be approached sensitively and without assumptions.

Personal information, including disability-related information or information about a person's gender reassignment, will be handled confidentially, with access restricted to people who have a legitimate work-related or legal need to know.

7. Responsibilities

- Senior management: provide leadership, suitable resources and visible commitment to fairness, inclusion and respectful working practices.
- Managers and supervisors: apply employment decisions consistently, consider adjustments, address barriers and model inclusive behaviour.
- Record and escalate potential trade union access requests to the Group People Team and Legal the same working day; remain neutral and protect workers from disadvantage for their union choices.
- Employees and workers: treat others with dignity, follow fair practices and raise concerns or opportunities for improvement promptly.

8. Raising equality concerns

Anyone who believes equal opportunity has been denied or an unfair barrier exists may raise the matter with their line manager, another senior manager or HR. Concerns will be considered promptly, sensitively and without retaliation. Formal grievances will be handled through the relevant GPS Grievance Procedure.

Concerns about bullying, harassment or related unacceptable conduct are covered by GPS-POL-032 Harassment & Bullying Policy.

9. Training, monitoring and review

GPS will communicate this policy through induction and appropriate briefings; provide proportionate equality and inclusion guidance, particularly to managers and recruiters; review recruitment, development and other outcomes where practicable; and act on identified barriers or inequalities. This policy will be reviewed at least annually, or sooner where requirements change.

10. Related documents

Read alongside GPS-POL-032 Harassment & Bullying Policy and the applicable GPS grievance and disciplinary procedures.

Gerry Donnelly (Managing Director)

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