TENSATOR®
leading the customer journey

Equal Opportunities Policy and Procedure

Policy

Tensator Limited is an equal opportunity employer and promotes a culture of fairness in the workplace in line with the Equality Act 2010. It is the Company's policy to treat all employees and job applicants fairly and equally based solely on ability, training and experience. Therefore, the Company does not and will not discriminate for or against any employee or applicant for employment or promotion based upon actual or perceived:

- Age
- Disability
- Gender identity or expression (including transgender status)
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Tensator Limited promotes an effective diversity and inclusion strategy which contributes to employee well-being and engagement. Furthermore, the Company will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds. Tensator Limited firmly believes that all employees deserve the opportunity to develop skills to a full potential, be fairly rewarded, and work in a safe, positive, supportive and inclusive environment.

Tensator will endeavour to make a reasonable accommodation to the known physical or mental limitations of qualified employees with disabilities unless the accommodation would impose an undue hardship on the operation of our business.

The Company is committed to the implementation of this Policy and to a programme of action to ensure that the Policy is and continues to be, fully effective. The Company will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

This policy applies to all areas of employment and activities of the Company. Every employee is responsible for complying with this Policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity. Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Procedure

1. Management has the primary responsibility of successfully meeting these objectives by:

    - Not discriminating in the course of employment against employees or job applicants.

    - Not inducing or attempting to induce others to practice unlawful discrimination.

    - Bringing to the attention of employees that they will be subject to action under the disciplinary and dismissal procedure for discrimination of any kind.

2. Employees can contribute by:

    - Not discriminating against fellow employees, customers, suppliers or members of the public with whom you come into contact during the course of your duties.

    - Not inducing or attempting to induce others to practice unlawful discrimination.

3. Any Employee who believes they have been subjected to discrimination, or who believe they have witnessed discrimination in the workplace, should report this immediately to the Human Resources Manager.