



# DIVERSITY, EQUALITY & INCLUSION POLICY STATEMENT

Amplus Energy Services Ltd values the rich diversity, skills, abilities and creativity that people from differing backgrounds and experiences bring to our business. We know that an inclusive working environment, where everyone can realise their full potential, is crucial to achieving our business goals.

We aim to create a working environment which encourages diversity, equality and inclusion and is free from unlawful discrimination, victimisation or harassment on the grounds of:

- Race (including colour, nationality and ethnic or national origin)
- Gender reassignment
- Sex and sexual Orientation
- Pregnancy and maternity
- Marriage and Civil Partnership
- Disability
- Religion or Belief
- Age
- Trade Union or Staff Committee Membership

Selection for employment, promotion, training or any other benefit will be based on aptitude, skills and ability.

Our commitment is:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- To ensure the working environment promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- To make relevant training, development and progression opportunities available to all our staff.
- To regard breaches of the Diversity, Equality & Inclusion Policy as misconduct which could lead to disciplinary action. We take this Policy very seriously and any breach will be dealt with accordingly.

Any complaints will be dealt with in a timely and sensitive manner in accordance with the Grievance Procedure (AES-HRM-PRO-0002) or Disciplinary Procedure (AES-HRM-PRO-0001).

A handwritten signature in black ink, appearing to read 'Steve Gardyne', written over a light blue horizontal line.

Steve Gardyne  
Managing Director

Date: 23/09/2024