



EQUALITY AND DIVERSITY POLICY STATEMENT

Introduction

GasFlo Utilities Limited is committed to providing Equal Opportunities in employment and to avoiding unlawful discrimination in employment and against customers or clients.

All job applicants, employees and others who work for GasFlo will be treated fairly and will not be discriminated against either directly or indirectly including any of the following "Protected characteristics" as outlined in the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (which includes colour, nationality and ethnic or national origins)
- Gender
- Sexual orientation
- Religion or belief
- Someone is married or in a civil partnership.

GasFlo will strive to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect this is a fundamental aspect of ensuring equal opportunities in employment.

Objectives

The aim of this policy is to ensure equality, diversity and inclusion in the workplace and community and to promote a culture where each employee and colleague is treated with respect and dignity and recognises the value that a diverse workforce can bring whilst working for GasFlo Utilities Limited.

Scope

This policy applies to all those who work for (or apply to work for) the company.

Types of unlawful discrimination

Unlawful discrimination can fall within the following categories: -

- Direct discrimination
- Indirect discrimination
- Harassment
- Associative discrimination
- Third-party harassment
- Victimisation
- Failure to make reasonable adjustments.

Your responsibilities

Every employee is required to assist the company to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Employees can be held personally liable as well as, or instead of the Company for any act of unlawful discrimination, Employees who commit serious

Workers who have English as a second language

Workers who have English as a second language will only be permitted to work on site if the worker can demonstrate that they have a basic understanding of both written and verbal English.

Grievances

If you consider that you may have been unlawfully discriminated against, you may use the Company's grievance procedure to make a complaint. If your complaint involves bullying or harassment, the grievance procedure is modified as per the grievance and disciplinary policy.

The Company will take any complaint seriously and seek to resolve any grievance that it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.

Any Queries or concerns about the application of this policy should be referred to the Managing Directors.

This policy will be regularly monitored to ensure that the objectives are achieved. It will be reviewed annually and, if necessary, revised in the light of legislative or organisational changes.



Michael Smith

Managing Director

22nd July 2025