Equal Opportunities Policy 2025

1. Policy Statement

TNS Electrical Solutions Ltd is committed to promoting equality, diversity, and inclusion within our workforce. We aim to create a work environment that is free from discrimination, harassment, and victimisation, where all employees are valued and respected.

2. Purpose

This policy ensures that all employment decisions are based on individual merit and are free from bias. We are dedicated to providing equal opportunities in recruitment, training, development, and promotion.

3. Scope

This policy applies to all employees, job applicants, contractors, and consultants engaged with TNS Electrical Solutions Ltd.

4. Protected Characteristics

We do not discriminate on the basis of:

- Age
- Disability
- Gender or gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity

- Race, ethnic origin, nationality, or national origin
- Religion or belief
- Sex or sexual orientation

5. Responsibilities

- **Management**: Ensure the implementation of this policy and provide necessary training.
- **Employees**: Treat colleagues with respect and report any instances of discrimination or harassment.

6. Implementation

This policy is communicated to all employees during induction and is available in the employee handbook and on the company intranet.

7. Complaints and Grievances

Employees who believe they have been subjected to discrimination or harassment should report the matter through the company's grievance procedure. All complaints will be taken seriously and investigated promptly.

8. Monitoring and Review

The effectiveness of this policy will be reviewed annually, and any necessary amendments will be made to ensure continued compliance with relevant legislation.