Company Name	Genius Energy Lab Limited
Model Policy Name:	Equality and Diversity
Date:	26.08.2025
Version:	2.5
Reviewer:	Richard Davis, CEO
Signed	 Richard Davis Chief Executive Officer

Policy Statement

Genius Energy Lab Limited (GEL) is committed to promoting equality, diversity and inclusion throughout all aspects of its business. We believe everyone should be treated fairly, with dignity and respect, and have equal access to employment, training, development and the services we provide.

We are committed to maintaining a working environment that is free from discrimination, harassment, bullying and victimisation, where individual differences are recognised and valued.

This policy applies to all employees, directors, agency workers, contractors, consultants, subcontractors, applicants, clients, suppliers and visitors.

Legal Compliance

GEL will comply with all applicable equality legislation, including the Equality Act 2010 and the Human Rights Act 1998.

We will not unlawfully discriminate on the basis of any protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Our Commitment

Employment decisions relating to recruitment, promotion, training, pay and career development will always be based on merit, competence and business needs.

GEL will promote an inclusive workplace, make reasonable adjustments where required, investigate complaints fairly and confidentially, and work with clients, suppliers and subcontractors who share our commitment to equality, diversity and inclusion.

Responsibilities

The Chief Executive Officer is responsible for implementing and reviewing this policy and ensuring adequate resources are available to support its effective operation.

Managers are responsible for promoting equality within their teams, ensuring employment decisions are fair, supporting an inclusive working environment, investigating concerns appropriately and monitoring completion of mandatory training.

All employees, contractors and consultants are expected to treat others with dignity and respect, avoid discriminatory behaviour, report any concerns, complete mandatory Equality, Diversity and Inclusion training, and acknowledge company policies as required.

Failure to comply with this policy may result in disciplinary action or termination of contractual arrangements.

Training and Policy Awareness

As part of the onboarding process, all new employees are required to complete Equality, Diversity and Inclusion training through the Atlas Learning Management System (Atlas LMS) and acknowledge this and other mandatory company policies.

All employees are required to complete annual refresher training through Atlas LMS and re-acknowledge applicable company policies each year, or whenever significant updates are issued. Training records and policy acknowledgements are maintained by the company as evidence of compliance.

Reasonable Adjustments

GEL is committed to making reasonable adjustments, where appropriate, to support employees, applicants and visitors with disabilities. Adjustments may include changes to working arrangements, equipment, communication methods, training or workplace facilities to ensure equal access and opportunity.

Reporting Concerns

Anyone who experiences or witnesses discrimination, harassment, bullying or victimisation should report the matter to their Line Manager or the Chief Executive Officer as soon as possible.

All concerns will be treated seriously, investigated promptly and, where possible, handled confidentially. No individual will suffer retaliation for raising a genuine concern in good faith.

Monitoring and Review

Compliance with this policy is monitored through employee training records, policy acknowledgements, complaints, investigations and management review processes.

This policy will be reviewed annually, or sooner where legislation, business activities or audit findings require.