



# **Equal Opportunities & Diversity Policy 2026**

**Document Ref:** GTS-EOD-001

**Effective Date:** 1 January 2026

**Review Date:** 1 January 2027

## **1. General Statement of Intent**

**GreenTech Scotland is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination. We recognize that the commercial electrical and renewable engineering sectors have historically lacked diverse representation. Our aim is for our workforce to be truly representative of all sections of Scottish society and for each employee to feel respected and able to give their best.**

**We are also committed against unlawful discrimination of clients, the public, and supply chain partners. We operate a zero-tolerance policy toward any form of bullying, harassment, victimization, or discrimination.**

## **2. Legal Framework (The Equality Act 2010)**

**This policy reinforces our commitment to providing equality and fairness to all in our employment and not providing less favorable facilities or treatment on the grounds of the nine protected characteristics defined in the Equality Act 2010:**

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

### **3. Commitments in Employment Practices**

**GreenTech Scotland commits to integrating equal opportunities into all areas of our employment practices:**

- **Recruitment & Selection:** All hiring decisions for engineers, apprentices, and administrative staff are based entirely on merit, competence, and potential. Job advertisements will avoid stereotyping or using wording that may discourage particular groups from applying.
- **Training & Development:** All employees will be given equal access to training, including technical accreditations (e.g., NICEIC, BAFE), health and safety qualifications, and management development.
- **Pay & Benefits:** We are committed to equal pay for equal work and transparent reward structures across all divisions of the company.
- **Working Conditions:** We strive to accommodate flexible working requests where operationally viable, recognizing the diverse needs of our workforce regarding caregiving and personal circumstances.

### **4. Dignity at Work (Zero Tolerance)**

**We are committed to creating a working environment, both at our headquarters and across all active commercial sites, free of bullying, harassment, victimization, and unlawful discrimination.**

- **Any employee, sub-contractor, or site worker found to be exhibiting discriminatory behavior, using offensive language, or engaging in harassment will face disciplinary action, up to and including gross misconduct dismissal and removal from site.**
- **We recognize our duty of care to protect our staff from discrimination or harassment from third parties, including clients, other site contractors, or the general public.**

### **5. Supply Chain and Procurement**

**As a Tier-1 contractor, we expect our supply chain to mirror our commitment to diversity. When vetting sub-contractors, wholesale suppliers, and specialized engineering partners, GreenTech Scotland will favorably weigh organizations that demonstrate their own robust equal opportunities policies and inclusive hiring practices.**

## **6. Responsibilities and Grievances**

- **The Managing Director holds ultimate accountability for the active implementation of this policy.**
- **Management and Supervisors must set the standard for inclusive behavior on-site and ensure that any grievances are handled swiftly and confidentially.**
- **All Employees are required to support this policy and ensure that their conduct does not cause offense or distress to colleagues, clients, or the public.**

**If any employee or sub-contractor believes they have been subjected to discrimination or harassment, they are encouraged to raise the matter immediately through our formal grievance procedure. All complaints will be treated with absolute confidentiality and investigated rigorously.**

**Signed on behalf of GreenTech Scotland:**

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Jonathan William Travers

Managing Director

GreenTech Scotland

Date: 01/01/2026