
1. Statement of Policy

Guardian Electrical Compliance Ltd (Guardian) recognise the need to ensure that all workers, job applicants and customers are treated fairly, irrespective of race, gender, religion, disability, sexual orientation and/or age.

We value a diverse customer base and the individuality and creativity that every worker potentially brings to the workforce.

Guardian is an equal opportunities employer. It is the Company's policy that there should be no discrimination against or harassment of any employee or job applicant either directly or indirectly on the grounds of:

- Race, colour, nationality or national or ethnic origin ("race");
- Sex or marital status;
- Disability (e.g., a long term mental or physical impairment);
- Sexual orientation;
- Religious or philosophical belief;
- Political ideology;
- Trade union affiliation or activity
- Age

Guardian is also committed to the principles of the Living Wage Foundation and regards itself as a Living Wage Employer.

2. Legal Compliance

In creating and implementing this Policy Guardian recognises its obligations under the Law as expressed in:

- The Equality Act 2010
- The Human Rights Act 1998.

Guardian are committed to compliance with non-statutory Codes of Practice associated with the above.

3. Operating Principles

The Company recognises that it is the overall responsibility of all in the organisation to implement and adhere to the provisions of the Policy in their day to day activities and working relationships with colleagues.

Employees have a responsibility to:

- Co-operate with any measures introduced to develop equal opportunities;
- Respect the sensitivities of others;
- Refrain from taking discriminatory actions or decisions which are contrary to either the letter or spirit of this policy particularly if of managerial status;
- Refrain from instructing, inducing, or pressurising other employees to act in breach of this policy

The **Board of Directors** have a particular responsibility for ensuring its effective implementation.

They will ensure that the following principles will apply at all times:

- Workers, job applicants and clients will be treated with fairness, honesty, dignity and respect.
- No job applicant or worker will receive less favourable treatment on grounds of race, gender, religion, disability and/or age.
- Equality and diversity is about good employment practice and makes sound business sense.
- Employment decisions on recruitment and promotion will be based solely on merit.
- Everyone has the right to work and do business in an environment free of unlawful discrimination and harassment. Guardian will not tolerate behaviour that transgresses this principle under any circumstances.
- Disciplinary action, up to and including dismissal, may be taken against any worker found responsible for harassment or discrimination.
- Any worker who believes he or she is being discriminated against, victimised or harassed is encouraged to raise the matter through Guardian's complaints procedure.
- Where Health Surveillance information or other data indicates it, each worker's tasks and environment will be reviewed to determine whether appropriate changes or adjustments need to be considered and implemented. Guardian will endeavour to respond to requests for adjustments to a worker's circumstances etc. in a timely and reasonable manner.

This policy is fully supported by Directors who will ensure that all workers are aware of the policy and that they are responsible for observing it.

4. Other Policy References

Guardian Equality of Disabled Persons Policy 2025.

5. Review

This Policy will be reviewed annually by the Board of Directors

Reviewed and Signed 7th January 2026



Ian Carnall IEng MIET
Managing Director

