

# Equality Opportunity Policy

## Policy Statement

Ecoserv Group is an equal opportunity employer and is fully committed to a policy of treating all of its employees and job applicants equally. Ecoserv Group will avoid unlawful discrimination in all aspects of employment including recruitment and selection, promotion, transfer, opportunities for training, pay and benefits, other terms of employment, discipline, selection for redundancy and dismissal.

Ecoserv Group will take all reasonable steps to employ, train and promote employees based on their experience, abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. In this policy, these are known as the "protected characteristics".

Employees have a duty to co-operate with Ecoserv Group to make sure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Action will be taken under Ecoserv Group's disciplinary procedure against any employee who is found to have committed an act of improper or unlawful discrimination. Serious breaches of this equal opportunities policy statement will be treated as potential gross misconduct and could render the employee liable to summary dismissal. Employees should bear in mind that they can be held personally liable for any act of unlawful discrimination.

You should draw the attention of your line Manager/Regional Director to suspected discriminatory acts or practices. You must not victimise or retaliate against an employee who has made allegations or complaints of discrimination or who has provided information about such discrimination. Such behaviour will be treated as potential gross misconduct in accordance with Ecoserv Group's disciplinary procedure. You should support colleagues who suffer such treatment and are making a complaint.

The Company has a separate dignity at work policy statement which deals with harassment, bullying and intimidation and sets out how complaints of that type will be dealt with.

## Direct Discrimination

Direct discrimination occurs when, because of one of the protected characteristics, a job applicant or an employee is treated less favourably than other job applicants or employees are treated or would be treated.

The treatment will still amount to direct discrimination even if it is based on the protected characteristic of a third party with whom the job applicant or employee is associated and not on the job applicant's or employee's own protected characteristic. In addition, it can include cases where it is perceived that a job applicant or an employee has a particular protected characteristic when in fact they do not. Ecoserv Group will take all reasonable steps to eliminate direct discrimination in all aspects of employment.

## Indirect Discrimination

Indirect discrimination is treatment that may be equal in the sense that it applies to all job applicants or employees, but which is discriminatory in its effect on, for example, one particular sex or racial group.

Indirect discrimination occurs when there is applied to the job applicant or employee a provision, criterion or practice (PCP) which is discriminatory in relation to a protected characteristic of job applicants or employees. A PCP is discriminatory in relation to a protected characteristic of the job applicant's or employees if:

- it is applied, or would be applied, to persons with whom the job applicant or employee does not share the protected characteristic.
- the PCP puts, or would put, persons with whom the job applicant or employee shares the protected characteristic at a particular disadvantage when compared with persons with whom the job applicant or employee does not share it
- it puts, or would put, the job applicant or employee at that disadvantage, and it cannot be shown by Ecoserv Group to be a proportionate means of achieving a legitimate aim.

Ecoserv Group will take all reasonable steps to eliminate indirect discrimination in all aspects of employment.

A handwritten signature in black ink, appearing to be "Jean-Henri Beukes".

Jean-Henri Beukes  
Chief Executive Officer  
20th February 2022