



TAIZ Energy LTD

Equality & Diversity Policy

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1 Purpose

This policy sets out TAIZ Energy LTD's commitment to promoting equality, diversity and inclusion across all areas of its operations. The company aims to create a working environment in which all individuals are treated fairly, with dignity and respect, and where differences are valued.

TAIZ Energy LTD is committed to complying with the Equality Act 2010 and other relevant legislation and to ensuring that discrimination, harassment and victimisation are not tolerated.

2 Scope

This policy applies to all employees, contractors, suppliers, service users, and business partners engaged with TAIZ Energy LTD. It applies to all aspects of employment and service delivery, including recruitment, training, promotion, pay, working conditions, and engagement with clients and stakeholders.

3 Our Commitments

TAIZ Energy LTD is committed to:

- **Equal Opportunity:** Providing equal access to employment, training, and development opportunities regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- **Non-Discrimination:** Ensuring that no individual is treated less favourably because of a protected characteristic or any unrelated personal circumstance.
- **Inclusive Working Environment:** Promoting a culture that values diversity and encourages mutual respect and inclusion.
- **Fair Recruitment and Selection:** Making recruitment and selection decisions based on merit, skills, experience and business needs.
- **Accessible Services:** Taking reasonable steps to ensure services and training activities are accessible and inclusive for all participants.
- **Prevention of Harassment and Bullying:** Maintaining a working environment free from harassment, bullying or intimidation of any kind.

4 Responsibilities

Management is responsible for implementing this policy, promoting good practice, and ensuring that equality and diversity principles are embedded in business

activities. All employees and contractors are expected to treat others with respect and to comply with this policy.

5 Suppliers and Partners

TAIZ Energy LTD expects suppliers, contractors and partners to share its commitment to equality and diversity. Where appropriate, suppliers may be asked to demonstrate their own equality and diversity arrangements.

6 Reporting and Compliance

Any concerns, complaints or breaches of this policy should be reported to [insert contact email or responsible person]. All concerns will be treated seriously and investigated appropriately. Individuals raising concerns in good faith will not be subject to retaliation.

7 Monitoring and Review

This policy will be reviewed periodically to ensure it remains effective, compliant with legislation, and aligned with best practice. Updates will be made where necessary to support continuous improvement.