



## **Equal Opportunities Policy Statement**

ACL Engineering Ltd is an equal opportunities employer. It is the Company's policy that there should be no discrimination against or harassment of any employee, job applicant, customer or supplier 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);
- Sex change status.
- Sexual orientation.
- Religion or philosophical belief.
- Political belief.
- Trade union activity or Age
- Pregnancy & Maternity

The Company's policy is to eliminate, as far as is reasonably possible, discrimination and harassment from the workplace, encourage all its employees to take an active role against all forms of discrimination and harassment, deter employees from participating in discriminatory behaviour or harassment, demonstrate to all employees that they can rely upon the Company's support in cases of discrimination or harassment at work.

The Company is fully committed to providing a good and harmonious working environment that offers equal treatment and equal opportunities for all employees and where every employee is treated with respect and dignity. The Company's aim is that remuneration, recruitment, promotion and retention should not be affected by irrelevant considerations and stereotyping.

The Company recognises that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. The Company's equal opportunities policy will help all employees develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Whilst the Company recognises that the overall responsibility for the effective operation of this policy lies with the Board of Directors, all employees, whatever their position within the Company, have some measure of responsibility for ensuring its effective implementation in their day-to-day activities and working relationships with colleagues.

Employees should ensure that they co-operate with any measures introduced to develop equal opportunities.

S. Smithard  
Managing Director  
02.01.2026