





**DOCUMENT TITLE:** Equal Opportunities Policy

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**DOCUMENT CONTROL LOG:**

	Name	Role	Signature	Date	Rev
<b>Prepared By</b>	Luke Deasy	Managing Director		10/02/2023	1.01
<b>Reviewed By</b>	Luke Deasy	Managing Director		12/06/2023	1.01
<b>Reviewed By</b>	Luke Deasy	Managing Director		12/06/2024	1.01
<b>Reviewed By</b>	Peter Lane	EHS Officer		12/06/2025	1.01

**EQUAL OPPORTUNITY POLICY:**

**Introduction**

As an employer and as a provider of Engineering, Procurement & Construction services within the Renewable Energy Sector, Copper Coast Renewables (CCR) is fully committed to ensuring fair and equal treatment of all employees, job applicants, customers and potential customers.

**THE PROVISION OF OUR SERVICES:**

We aim to meet the needs of our customers by:

- Creating a work culture which values diversity, trust and integrity, and empowers our staff to reflect those values in their dealings with our customers and all other stakeholders
- Being responsive to changing needs and requirements.

**EQUAL OPPORTUNITIES AS AN EMPLOYER:**

- We expect all people to have an equal opportunity for employment and advancement based on ability, necessary qualifications and fitness for work irrespective of sex, age, gender reassignment, disability, marital status, civil partnership, sexual orientation, colour, race, creed, religion, national or ethnic origin. As an equal opportunities' employer, we recognise that diversity is a positive attribute, and we understand and welcome the differences that a diverse culture brings.
- We value openness, accessibility, fairness and transparency.
- We will avoid unlawful discrimination in all areas of employment, including recruitment, promotion, training, discipline, redundancy and pay and benefits.

- d) Employees who become disabled will be given every reasonable and practicable consideration and opportunity to help them remain in employment. We remain committed to ethical, transparent operations, ensuring our renewable energy projects contribute to both environmental sustainability and responsible business practices across the entire supply chain.

### **TRAINING:**

We aim to provide training to all employees to help them:

- a) Understand diversity issues that may arise during the course of their employment;
- b) Understand their rights and responsibilities in law.
- c) Create a working environment free from discrimination and harassment.

### **CCR RESPONSIBILITY:**

- a) To comply with the letter and spirit of this policy.
- b) To value diversity in society and in our workforce as a means of broadening CCR's talent pool, achieving the highest levels of performance, and enabling all employees to reach their full potential.
- c) To identify the various behaviours and barriers that discrimination can take and understand the negative effect these can have on CCR, its employees and customers.
- d) To dispel the myth that only certain types of people are suitable for certain types of jobs or training.
- e) To monitor the application of the Equality and Diversity Policy, and work towards eliminating any discriminatory practices which may be limiting our ability to achieve our objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of the CCR's employees, shareholders, customers, and the public.

### **EMPLOYEE'S RESPONSIBILITY:**

- a) We expect every employee to help us meet our commitment to creating a positive, diverse culture by upholding this policy.
- b) Special responsibility for applying this policy falls on those employees involved in the recruitment, selection, promotion and training of employees. These special responsibilities may give rise to training needs which we will provide for in our training and development plans.
- c) Any employee who believes they have been harassed or discriminated against has a duty to inform their line manager. Any complaint that is unfounded and not made in good faith, for example a malicious complaint, will be treated as a disciplinary offence.

- d) Any employee who becomes aware of discrimination against another employee or customer has a duty to advise their line manager. They have a responsibility to investigate the matter and recommend appropriate action.
- e) We will not tolerate discriminatory language or behaviour towards our employees or customers. Acts of discrimination, harassment, bullying or victimisation are disciplinary offences which we will deal with on a case-by-case basis.

This statement was approved by the Managing Director of Copper Coast Renewables on 6<sup>th</sup> October 2024.



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Luke Deasy  
Managing Director