



Equal Opportunities Policy

Statement

Exenergy Limited is an equal opportunities employer. Our Policy is to assess and reward individuals based on merit and competence within a given role. Our decisions about the suitability of an individual to carry out his/her role effectively are not influenced by that person's gender, race, colour, gender orientation, nationality, religion, ethnic or national origin, age, gender reassignment, marital status, sexual orientation or disability.

Selection criteria and procedures are regularly reviewed to ensure that individuals are treated on the basis of their relevant merits and abilities. The training needs of all employees are considered fairly and without prejudice, always with a view to helping each person progress and fulfill his/her potential both within and outside the Company.

Exenergy is committed to a programme of action to make this Policy effective, including bringing it to the attention of all workers.

This Policy applies to job applicants, employees, trainee workers, students on work experience or placements, volunteers and former employees.

Our Commitment

We are committed to:

- Promoting equal opportunities for everyone
- Preventing occurrences of unlawful direct discrimination, harassment and victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice

This Policy is fully supported by senior management.

Implementation

The Managing Director has specific responsibility for the effective implementation of this Policy. Each Director, Manager and Supervisor also has responsibilities and we expect all our employees to abide by the Policy to help create a prejudice-free environment that is both stimulating and satisfying to work within.

This Policy will be permanently available for ALL employees to read via the Company Intranet, and it will also form part of the Induction Programme for new employees.

Complaints

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through their line manager or any supervisor/manager in the business. All complaints will be dealt with seriously, promptly and confidentially.

Exenergy Limited	1 st March 2012
Equal Opportunities Policy: Issue 2	Authorised by: David Hey
Reference EQUAL-001 Control Document	Page 1 of 2



In addition to our internal procedures, employees have the right to pursue complaints of discrimination through an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 amended by the Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- Disability Discrimination Act 2005
- Equality Act 2006

However, employees wishing to make a complaint to a tribunal will normally be required first to raise their complaint under our Internal Grievance Procedures.

Date: 15 March 2012

Signature: 

David Hey
Managing Director

Exenergy Limited	1 st March 2012
Equal Opportunities Policy: Issue 2	Authorised by: David Hey
Reference EQUAL-001 Control Document	Page 2 of 2