

EQUAL OPPORTUNITIES POLICY



LOS Electrical Engineers is committed to ensuring that all employed by the company have equal opportunities open to them relating to:

- Recruitment
- Training & development
- Performance management
- Pay
- Promotions

LOS Electrical Engineers will also strive to:

- Protect employees and customers from any type of discrimination
- 2. Treat all business contacts both internal and external with equal respect
- 3. Eliminate any blockages found that are preventing equal opportunities

Grounds of Discrimination:

LOS Electrical Engineers ensures the employment of its employees is free from discrimination on the grounds of:

- Gender
- Race
- Colour
- Age
- Sexual orientation
- Marital status
- Religion/belief
- Disability
- Language
- Nationality
- Pregnancy and maternity
- Any other personal characteristic



Types of Discrimination

There are several forms of discrimination:

1. Direct: where an employee is treated less favourably than others because of one of the grounds listed above
2. Indirect: where certain criteria are imposed, which disadvantages one group of individuals over another and there can be no justification for the criteria being set.
3. Victimisation: where less favourable treatment is demonstrated against an individual because they have made/intends to make a complaint or has previously given evidence to support a discrimination claim.

Duties:

All individuals employed by LOS Electrical Engineers must make themselves familiar with this policy and understand their duty to comply with this policy in their behaviour and all activities undertaken.

Disciplinary Policy:

The behaviour of any employees of LOS Electrical Engineers who are found to intentionally disregard this policy will be regarded as unacceptable and classed as an act of gross misconduct. This type of case will be dealt with in accordance with the Disciplinary Policy.

Important Note:

Whether any form of discrimination is intentional or not, it is important to be aware that an individual winning a discrimination claim in court can be awarded unlimited compensation from both the company and the person responsible for the act of discrimination. This means it is extremely important that the standard of behaviour expected is set out within this policy and all employees are aware of the policy and adhere to it.

Signed:



Date: 12th March 2026

Managing Director