



## ERP UK Equality and Diversity Policy – March 2025

ERP is committed to creating a diverse working environment, where employees feel valued and respected, which is free from harassment or bullying and where everyone is treated with dignity.

It is ERP's policy to give equal opportunity in employment regardless of sex, marital status, sexual orientation, race, ethnic origin, religion or belief, age or disability. This applies to recruitment, training, pay, conditions of employment, allocation of work and promotion.

As an equal opportunities employer, our key criteria for selection, promotion, training and reward is ability to do the job to the required standard. For this reason, we do not discriminate on any ground unrelated to performance, regardless of whether these are prohibited by law. It is your personal responsibility as an employee to ensure that this policy is followed. Any questions about the application of the policy should be referred to your line manager.

This policy applies not only to our staff, but also to our relationships with our customers and suppliers.

If you feel that you have been discriminated against, you should raise the matter through the Grievance Procedure. Discriminatory actions or behaviour by employees will be treated as serious misconduct and could lead to dismissal.

Signature:



Policy owner: John Redmayne  
Position: General Manager  
Policy Review: Annual