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Version	1

Equality, Diversity and Inclusion Policy

Consys is an equal opportunity employer and contractor and is committed to encouraging equality, diversity and inclusion among our workforce and eliminating unlawful discrimination.
We aim for our workforce to be truly representative of all sections of society and our customers, and for each employee and contractor to feel respected, valued and able to give their best.
Consys will comply fully with the Equality Act 2010 and all other relevant legislation and codes of practice.

Protected Characteristics
Consys will take all reasonable steps to employ, train and promote employees and contractors on the basis of their experience, abilities and qualifications without discrimination in relation to the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Zero Tolerance of Discrimination
Consys will take all reasonable steps to provide a working environment in which all employees and contractors are treated with respect and dignity and which is free from unlawful discrimination, harassment, bullying and victimisation.

Consys opposes all forms of unlawful discrimination including:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Failure to make reasonable adjustments for disabled persons

Discrimination will not be tolerated in relation to:

- Pay and benefits
- Terms and conditions of employment
- Recruitment and selection
- Promotion
- Training and development
- Performance management
- Disciplinary and grievance procedures
- Dismissal and redundancy
- Parental leave
- Flexible working requests
- Any other employment decision

Definitions

For the purposes of this policy:
Direct discrimination occurs when a person is treated less favourably because of a protected characteristic.
Indirect discrimination occurs when a provision, criterion or practice is applied which disadvantages people sharing a protected characteristic and which cannot be objectively justified.
Harassment is unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
Victimisation occurs when a person is treated unfairly because they have made or supported a complaint under this policy or the Equality Act 2010.

Reasonable Adjustments

Consys recognises its legal duty to make reasonable adjustments to remove or reduce disadvantages experienced by disabled employees, workers or applicants.
Adjustments may include, but are not limited to:

• Modifying equipment or workstations
• Adjusting working hours or duties
• Providing additional support or training
• Making physical adjustments to premises
Consys will consult with the individual concerned when considering appropriate adjustments.

Age Equality

Consys believes that everyone should live and work with dignity and respect. Older people are equal members of society and the workforce and shall not be subjected to ageist attitudes, stereotyping or age discrimination. Consys will secure the health, safety and welfare of all workers, irrespective of age.

Gender Equality and Empowerment of Women

Consys recognises that achieving equality between women and men requires more than equal treatment. It requires active steps to identify and remove barriers that may disadvantage women in employment and within the sectors in which we operate.
In accordance with the Equality Act 2010, Consys is committed to eliminating unlawful sex discrimination and promoting equality of opportunity between women and men across all areas of our business.

Consys acknowledges that historical and structural inequalities may affect women's participation, progression and representation. Where evidence of disadvantage or underrepresentation exists, Consys may take lawful and proportionate positive action in accordance with Sections 158 and 159 of the Equality Act 2010.

Consys is committed to:

- Promoting equal opportunity, inclusion and non-discrimination.
- Ensuring fair and transparent recruitment and promotion practices.
- Supporting equal access to education, training and leadership development.
- Providing working conditions that promote health, safety, dignity and freedom from harassment or violence.
- Encouraging leadership accountability in advancing gender equality.
- Promoting ethical and equitable practices within our supply chain and community engagement activities where appropriate.

Consys recognises that women are not a homogenous group and that experiences may differ depending on factors such as race, disability, age, religion or belief, sexual orientation or socio-economic background.

Prevention of Sexual Harassment

Consys operates a zero-tolerance approach to sexual harassment.

Sexual harassment is unwanted conduct of a sexual nature which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive working environment.

The Company is committed to complying with the Worker Protection (Amendment of Equality Act 2010) Act 2023 and will take reasonable steps to prevent sexual harassment of workers during the course of their employment, including harassment by third parties such as clients, customers, contractors, suppliers, visitors and members of the public.

Sexual harassment will not be tolerated in any workplace, work-related event, training activity, business travel, social event or electronic communication associated with the Company.

To prevent sexual harassment, Consys will:

- Communicate this policy to all employees and contractors.
- Provide equality, diversity, dignity at work and anti-harassment awareness during induction and refresher training.
- Encourage all workers to report concerns without fear of retaliation.
- Investigate all complaints promptly, fairly and confidentially.
- Take appropriate disciplinary action where misconduct is identified.
- Assess workplace risks where there is an increased likelihood of harassment.
- Monitor complaints and trends to identify opportunities for improvement.
- Ensure managers understand their responsibilities for preventing and responding to inappropriate behaviour.
- Take appropriate action where harassment is committed by customers, clients, suppliers, contractors or visitors, including challenging unacceptable behaviour, removing individuals from site where appropriate, and reviewing commercial relationships where necessary.

Third Party Conduct

Consys will not condone any form of discrimination, harassment, bullying or victimisation whether engaged in by employees, contractors or by third parties who do business with Consys, including customers, suppliers and visitors.
Incidents involving third parties should be reported and will be taken seriously.

Responsibilities

Our commitment to this policy includes training managers and all employees, including contractors, about their rights and responsibilities under this Equality, Diversity and Inclusion Policy.
All individuals are responsible for:

- Conducting themselves in a manner that promotes equality and inclusion
- Preventing bullying, harassment, victimisation and unlawful discrimination
- Treating colleagues, customers and others with dignity and respect

Managers have a particular responsibility to:

- Lead by example
- Ensure fair and consistent application of employment practices
- Address inappropriate behaviour promptly

Employees and contractors have a duty to co-operate with Consys to ensure this policy is effective.

Reporting and Complaints

Consys will take seriously complaints by employees, customers, suppliers, visitors, the public and any others in the course of work.
You should draw the attention of your immediate line manager to suspected discriminatory acts, practices, bullying or harassment. Where this is not appropriate, concerns may be raised through the Company's grievance procedure.

Consys will not victimise or retaliate against any individual who has made allegations or complaints of discrimination or harassment or who has provided information about such matters. Such behaviour will be treated as potential gross misconduct.
All complaints will be investigated promptly, sensitively and, where possible, confidentially.

Disciplinary Action

Action will be taken in accordance with Consys disciplinary procedure against any employee or contractor who is found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation.
Serious breaches of this Equality, Diversity and Inclusion Policy may constitute gross misconduct and could render the employee or contractor liable to summary dismissal.
Employees and contractors should be aware that they may be held personally liable for acts of unlawful discrimination and that serious acts of harassment may also constitute a criminal offence.

Monitoring and Review

Consys may monitor workforce data, where appropriate and in accordance with UK data protection legislation, to ensure this policy is operating effectively.

This policy will be reviewed annually as a minimum and updated in line with legislative or organisational changes.

Signed Tim Galvani
Managing Director
Dated 01/10/2026