



Equal Opportunity Policy

Energice International is committed to providing an Equal Opportunity Employment Environment.

Discrimination is unacceptable and equality of opportunity has been a long standing feature of our employment practices and procedure.

It is the policy of Energice International Ltd. to:

- To ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy or maternity, ethnic origin, colour, race, religion or belief, sex or sexual orientation, trade union membership or duties.
- To communicate this policy to all our company stakeholders, including but not limited to, agencies responsible for our recruitment, our employees and contractors.
- This policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.
- We will maintain a neutral working environment in which no employee or worker feels under threat or intimidated.
- Breaches of this policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

Lee Grain
Director

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Director

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