

Equality, Diversity & Inclusion Policy

Policy brief & purpose

Elite Project Solutions (EPS) is committed to fostering an inclusive and diverse workplace, recognising that diversity enhances organisational capability and contributes to high-performance levels. This policy aims to create an environment where all individuals, irrespective of their background, feel valued, respected, and have equal opportunities for professional development.

Scope

This policy applies to all employees, contractors, and individuals associated with **EPS**. It encompasses every aspect of the employment relationship, including recruitment, training, professional development, and promotion.

Policy elements

Diversity Recognition:

EPS acknowledges that diversity may stem from various factors, including but not limited to place of origin, age, gender, cultural heritage, education, physical ability, appearance, language, and family responsibilities.

Elimination of Discrimination:

Discrimination is strictly prohibited at **EPS**, and all employees are expected to adhere to the principles of fairness and respect. Equal opportunity is integral to every stage of the employment relationship.

Competence and Performance-Based Practices:

EPS recruits and manages based on a person's competence and performance, ensuring that all decisions related to employment are fair, transparent, and free from bias.

Cultural Empowerment:

A culture will be cultivated at **EPS** that empowers and rewards individuals for acting in accordance with this policy. This includes recognising and celebrating diverse perspectives and contributions.

Valuing Individual Contributions:

EPS values and respects the unique skills, experiences, and perspectives that each individual brings to the workplace, fostering an environment where everyone feels included and heard.

Reporting Processes:

Clear reporting processes and procedures will be established to address any instances of discrimination, ensuring that concerns are promptly and effectively addressed.

Inclusive Work Environment:

EPS is committed to creating an inclusive, productive, and safe work environment. Actions will be taken to prevent and stop discrimination, harassment, and bullying, ensuring that the workplace is free from such behaviors.

Managerial Accountability:

Managing diversity is embedded in our company values and is a key accountability of our managers. Every employee and contractor engaged with **EPS** shares the responsibility for promoting diversity, equality, and inclusion.

Commitment to Compliance

This policy is binding for all individuals associated with **EPS**, demonstrating our commitment to promoting diversity, equality, and inclusion. **EPS** will regularly review and update this policy to ensure its effectiveness and alignment with our values.

By adhering to these principles, **EPS** aims to create a workplace that fosters innovation, collaboration, and excellence through the diverse perspectives and contributions of all its members.

APPROVED:

This Policy will be reviewed every 12 months to ensure its appropriateness, accuracy and value.



Craig Riding

Director



Derek McGuinness

Director