



## Equality and Diversity Policy

Insite Energy's equal opportunities policy recognises that staff members and customers bring their own unique capabilities, experiences and characteristics to our workplace. We are committed to creating a community where inclusiveness is encouraged and valued, and which reflects the diversity we encounter in our customers.

We believe our different experiences and perspectives enable us to understand and serve our customers and add value to our business. We want everyone to be able to give their best and be successful. It is therefore extremely important that we demonstrate respect in the way that we treat one another; that we all understand and follow our policy relating to diversity and that we comply with the requirements of the Equality Act.

### Our commitment includes:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff and awarded based on merit.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.

We review our workforce to ensure that our employment policies support high performance by eliminating discrimination.

Breaches of the Company's equal opportunities policy and procedures will usually result in the Company's disciplinary procedure being invoked against the individual responsible. Any breaches of this policy should be reported to your Line Manager or a member of the Executive Team.