



Roberts Environmental Ltd is committed to a policy of Equal Opportunities regardless of the Ethnic Origin, Religion, Race, Sexual Orientation, Disability, Political Belief, Gender, Nationality, HIV/AIDS, Marital Status or Age of its Employees and will not countenance or support unjustifiable acts of discrimination by any of our Employees.

This policy applies to all stages of employment, including recruitment and selection, through to training, development, and disciplinary procedures.

Any Employee who harasses any other Employee on the grounds of the above will be subject Roberts Environmental Ltd disciplinary procedures.

In serious cases, such behaviour will be deemed to constitute gross misconduct and as such, will result in dismissal in the absence of credible mitigating circumstances.

Therefore, I will ensure that Roberts Environmental Ltd will:

- Fulfil its social responsibility towards its Employees and the communities in which it operates.
- Recognise its legal obligations under the Race Relations Act, the Sex Discrimination Act, the Equal Pay Act & the Disabled Persons Employment Act.
- Review periodically its selection criteria and procedures to maintain a system where individuals are selected, promoted, and treated solely on the basis of their merits and abilities which are appropriate to the job.
- Seek to give all Employees equal opportunity and encouragement to progress within Roberts Environmental Ltd by implementing a positive action programme.
- Distribute and publicise this policy statement throughout Roberts Environmental Ltd and elsewhere as is appropriate.
- Provide facilities for any Employee who believes that inequitable treatment has been applied to them within the scope of this policy to raise the matter through the appropriate grievance procedure.
- Provide within the action programme, to all Employees, training, which may improve their prospects within Roberts Environmental Ltd and which will enhance Employees understanding of the need for an equal opportunity programme.
- All Employees have a responsibility to accept their personal involvement in the practical application of this policy, but specific responsibility falls upon Managers, Supervisors and Staff professionally involved in recruitment, Employee administration and training.

A handwritten signature in black ink, appearing to read 'Jeff Roberts', is positioned above the printed name.

Jeff Roberts

Managing Director

Roberts Environmental Ltd

January 2026