

**HORIZON**

NUCLEAR POWER

---

# Equality Policy

Document number: HG-M-01-POL-01-16

Revision: 2.0

---

## Revision History

Date	Rev No.	Summary of Changes	Ref Section	Purpose of Issue
Feb 2011	1.0	First Issue		
Jan 2015	2.0	Policy re-written to reflect current Horizon requirements; formerly named Diversity and Inclusion	All	Re-issue

## Policy Statement

Within Horizon we recognise that the success of our company is reliant on the talent, commitment and dedication of our employees. We must therefore seek to create a workplace where every individual is treated fairly and where differences are valued and respected.

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment.

Horizon recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Company and its employees to utilise the skills of the total workforce.

It is the aim of the Company to ensure no employee or job applicant received less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on the grounds of age, disability, sex, gender reassignment, pregnancy and maternity, race, sexual orientation, religion or belief and marriage and civil partnership (the protected characteristics).

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our staff will not discriminate directly or indirectly, or harass stakeholders, suppliers, customers or clients because of age, disability, sex, gender reassignment, pregnancy and maternity, race, sexual orientation, religion or belief and marriage and civil partnership in the provision of the Company's goods and services.

We oppose all forms of unlawful and unfair discrimination or victimisation.

This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

## Our Commitment

- 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
- To promote equality in the workplace which we believe 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 periodically reviewed to ensure it meets Horizon requirements

It is our belief that embracing diversity and inclusion will have a positive impact on our organisation and culture and will assist employees to develop and realise their potential. This will enable the company to attract and retain the talented people that we need to make Horizon a success.

Our Executive Management Team is fully committed to promoting diversity within Horizon and ensuring our Company is managed in a way that allows our vision to become a reality.

For further direction and guidance in relation to equality issues, refer to the Equality [RD1] procedure

## References

Ref. No.	Document Number	Title
[RD1]	HG-S-02-PRC-03-959	Equality Procedure