

Equal Opportunity Policy

PL-GRP-010

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EPS Group is committed to ensuring that the principles of equal opportunity are available to all applicants and employees. Everyone should have equality of opportunity regardless of age, religion, race, colour, nationality, ethnicity, origin, gender, sexual orientation, marital status, disability or personal circumstances.

All individuals will be treated equally and without any bias whatsoever. Individuals will be judged solely on their merits, and everyone will be encouraged to develop to their full potential.

The objective of this policy is to ensure that no applicant or employee receives less favourable treatment and that all decisions concerning recruitment, training and development, career progression and conditions of employment will be based solely on suitability.

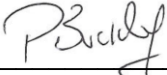
The policy in EPS Group is to:-

- › Treat all individuals with respect
- › Provide the required training and development opportunities to all employees to allow them reach their full potential
- › Ensure diversity in our selection procedures
- › Address disciplinary matters consistently and fairly and in accordance with the relevant company procedure
- › Investigate all grievances properly and in accordance with the relevant company procedure
- › Do not discriminate against an individual or employee
- › Whilst the company recognises that it has the overall responsibility for the effective operation of this policy, all employees, whatever their position within the company, have some measure of responsibility for ensuring its effective implementation in their day-to-day activities and working relationships with colleagues. Behaviour or actions against the spirit and/or the letter of the law on which this policy is based will be considered serious disciplinary matters, and may, in some cases, lead to dismissal
- › Where discrimination, harassment, intimidation or restriction of opportunity is suspected or reported, the management team will thoroughly investigate all aspects of the suspicion or claim. Individuals
- › will have total anonymity and the investigation will remain confidential until a conclusion is reached at which time the matter will be reported should evidence be substantiated
- › Any individual who feels that this policy is being contravened in any way should report the matter to a departmental manager in the first instance using the grievance procedures for the company

Rev No: 7	PL-GRP-010	Owner: HR	Rev. Issue Date: May 2026
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- › The departmental manager will hold a preliminary confidential investigation and report the findings of the investigation back to the individual that initiated the investigation. The departmental manager will also summarise the findings to the senior management team. Should there be sufficient grounds for a full investigation, two members of the senior management team will fully investigate the matter concluding with a final report back to the Board of Directors.

The above Equal Opportunity policy is supported by the management team and board of EPS Group, and we will commit the necessary information and resources as required to ensure that the objectives are achieved. As with all EPS Group policies, its successful achievement will be part of the EPS Group performance management system where all employees have an essential role.

Signed: 
Patrick Buckley
Managing Director

Rev No: 7	PL-GRP-010	Owner: HR	Rev. Issue Date: May 2026
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