

DIVERSITY AND EQUALITY POLICY STATEMENT



Athena Professional Technical Services (Athena PTS) Limited was formed in 2011 and is an independent privately-owned company providing electrical engineering services offering electrical advisory, design consultancy, project support, installation, contracting, and operation and maintenance services.

With respect to diversity and equality within the company it is the intention to adhere to the requirements set out under the Equality Act 2010.

It is therefore the policy of Athena PTS Limited to:

- Promote Equality and Diversity at all levels of the business
- Create an environment in which individual differences and the contributions of all of our staff are recognised and valued
- Work to eliminate harassment and discrimination at all levels of the business
- Promote good relations between people from different communities and social groups by understanding the diversity of our workforce and engaging with local communities, agencies, clients, training providers and colleges
- Advertising job vacancies locally in order to recruit a workforce that is representative of the local population, but also nationally and internationally to create a truly diverse workforce
- Ensure barriers to employee consultation and participation are effectively managed
- Become an exemplary employer, adopting best practice approaches in the recruitment, development and treatment of employees

The success of this policy relies on the support and understanding of all our employees.

We all have a responsibility to not be offensive to colleagues, customers or suppliers or to participate in or condone harassment or discrimination of any kind.

Breaches of our Diversity and Equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

It is the responsibility of the Athena PTS Limited Directors to ensure that this policy has been implemented and maintained and is reviewed for continuing suitability at the scheduled management review meetings.

This policy will be reviewed annually and has been communicated to all applicable persons working for and on behalf of Athena PTS and is available to all interested parties through the company website.

A handwritten signature in black ink, appearing to read 'Neil Smith'.

Neil Smith – Commercial Director

A handwritten signature in black ink, appearing to read 'Mark Skeels'.

Mark Skeels – Operations Director

A handwritten signature in black ink, appearing to read 'David Shawcross'.

David Shawcross – Engineering Director

A handwritten signature in black ink, appearing to read 'Keith Bennett'.

Keith Bennett – Technical Director

Date: 1st September 2025