



# Equal Opportunities Policy

## Introduction

GS Yuasa Battery Europe Ltd (GYEUR), is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment or to customers.

This policy is intended to assist the GYEUR to put this commitment into practice. Compliance with this policy should also ensure that employees do not commit unlawful acts of discrimination.

Striving to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment.

## Equal opportunities in employment

GYEUR will avoid unlawful discrimination in all aspects of employment, including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy, in respect of the following factors:

- Sex (including marital status, pregnancy, maternity leave and gender re-assignment)
- Sexual orientation
- Race (including nationality, colour and ethnic origin)
- Religion or philosophical belief
- Disability (as defined by the Equality Act 2010)
- Age
- Any additional factors that the law may impose in the future

Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.

GYEUR will consider any possible indirectly discriminatory effect of its standard working practices, including the number of hours to be worked, the times at which these are to be worked and the place at which work is to be done, when considering requests for variations to these standard working practices and will refuse such requests only if the GYEUR considers it has good reasons, unrelated to any prohibited ground of discrimination, for doing so. GYEUR will comply with its obligations in relation to statutory requests for



contract variations. GYEUR will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

GYEUR will monitor the ethnic and gender composition of the existing workforce and of applicants for jobs (including promotion), and the number of people with disabilities within these groups, and will consider and take any appropriate action to address any problems which may be identified as a result of the monitoring process.

GYEUR cannot lawfully discriminate in the selection of employees for recruitment or promotion, but GYEUR may use appropriate lawful methods, including lawful positive action, to address the under-representation of any group which GYEUR identifies as being underrepresented in particular types of job.

**Customers, suppliers and other people not employed by the Company**

GYEUR will not discriminate unlawfully against customers using or seeking to use goods, facilities or services provided by GYEUR.

Employees should report any bullying or harassment by customers, suppliers, visitors or others to their manager who will take appropriate action.

**Your responsibilities**

Every employee is required to assist GYEUR to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Employees can be held personally liable as well as, or instead of, GYEUR for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under GYEUR's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

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|---------------------|-------------------|--------------------|--------------------|
| <b>Policy No:</b>   | EVQM-EO100        |                    | <b>Issue No: 2</b> |
| <b>Approved by:</b> | Managing Director | Director           |                    |
| <b>Signature:</b>   |                   |                    |                    |
| <b>Date:</b>        | 2/12/2022         | 11/12/22           |                    |
| <b>Approved by:</b> | Director          | *Company Secretary |                    |
| <b>Signature:</b>   |                   |                    |                    |
| <b>Date:</b>        | 23/11/22          | 23/11/22           |                    |