EQUAL OPPORTUNITIES POLICY

Introduction

ADVANCED ENGINEERING GROUP is committed to promoting equality, diversity, and inclusion in all aspects of our business operations. We believe that everyone should be treated with dignity and respect, regardless of their race, ethnicity, gender, age, sexual orientation, disability, religion, or any other characteristic protected by law. This Equal Opportunities Policy outlines our commitment to providing a fair and inclusive working environment for all employees, job applicants, clients, and suppliers.

Company Structure

Headquartered in SILSDEN, UK, ADVANCED ENGINEERING GROUP operates internationally through various legal entities, including:

- **ADVANCED ACTUATORS LIMITED**
- **ADVANCED COMPONENTS LIMITED**
- **ADVANCED DRIVES**

Policy Statement

ADVANCED ENGINEERING GROUP provides equal opportunities for all employees and applicants, ensuring that no one is discriminated against or disadvantaged because of their protected characteristics. We will not tolerate any form of discrimination, harassment, or victimization in the workplace or in any interactions related to our business activities.

Recruitment and Selection

We will recruit, train, and promote employees based on their skills, qualifications, and experience, without regard to any protected characteristic. All recruitment and selection processes will be fair, transparent, and based solely on merit. We will actively encourage applications from underrepresented groups and provide reasonable adjustments to accommodate applicants with disabilities.

Working Environment

We are committed to creating a working environment where everyone feels valued, respected, and supported. We will not tolerate any form of bullying, harassment, or discrimination, whether it occurs between employees, from clients or suppliers, or in any other context related to our business activities. Employees who experience or witness inappropriate behaviour are encouraged to report it through our formal grievance procedure.

Promotion of Equality

We will actively promote equality, diversity, and inclusion throughout our organization and in our interactions with clients, suppliers, and the wider community. We will challenge discriminatory practices and seek to eliminate barriers to participation and advancement faced by underrepresented groups. We will regularly review our policies, procedures, and practices to ensure they are aligned with our commitment to equality of opportunity.

Responsibilities

All employees have a responsibility to uphold this Equal Opportunities Policy and to treat others with dignity and respect. Managers and supervisors have a particular responsibility to lead by example, promote inclusive behaviour, and address any concerns raised by employees. Any employee found to have violated this policy will be subject to disciplinary action, up to and including dismissal.

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Implementation

This Equal Opportunities Policy will be communicated to all employees and made available to job applicants, clients, and suppliers upon request. It will be reviewed regularly and updated as necessary to ensure it remains effective and compliant with relevant legislation.

Training and Awareness
Training Notes are attached to this Policy and should be read by all employees; anyone requiring any further guidance or external training should notify your line manager or a Director of the company

Conclusion

At ADVANCED ENGINEERING GROUP, we are committed to building a diverse and inclusive workplace where everyone has an equal opportunity to succeed. By adhering to this Equal Opportunities Policy, we can create a supportive environment where all employees can thrive and contribute to our continued success.

This policy has been endorsed and approved by:



Andrew Peace
Managing Director

Date: 1st June 2026

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ADVANCED ENGINEERING GROUP
POWER · MOTION · CONTROL

TRAINING NOTES

Introduction

Advanced Engineering Group is committed to fostering an inclusive and diverse workplace where every employee has the opportunity to reach their full potential. Our Equal Opportunities Policy is designed to ensure that all employees and job applicants are treated fairly and with respect, free from discrimination based on race, gender, disability, age, sexual orientation, religion, or any other characteristic protected by law. This policy applies to all aspects of employment, including recruitment, training, promotion, and working conditions.

Key Principles

- **Non-Discrimination**: We do not tolerate discrimination, harassment, or victimization of any kind. All employment decisions are based on merit, qualifications, and business needs.
- **Diversity and Inclusion**: We value the diversity of our workforce and are committed to creating an inclusive environment where different perspectives and backgrounds are respected and celebrated.
- **Equal Pay**: We ensure that all employees receive equal pay for work of equal value, regardless of gender or any other characteristic.
- **Training and Development**: We provide equal access to training and development opportunities to all employees to support their career progression and personal growth.
- **Reasonable Adjustments**: We are committed to making reasonable adjustments to accommodate employees and applicants with disabilities, ensuring they can fully participate in our workplace.

Implementation and Responsibilities

- **Management**: Senior management is responsible for implementing and promoting our Equal Opportunities Policy. They ensure that our policies and practices comply with relevant legislation and are integrated into all aspects of our business operations.
- **Human Resources**: The Directors are responsible for monitoring compliance with this policy, providing training on equal opportunities, and addressing any concerns or complaints related to discrimination or harassment.
- **Employees**: Every employee is expected to contribute to a positive and inclusive working environment. Employees should report any instances of discrimination, harassment, or victimization they witness or experience.

Monitoring and Review

We regularly monitor and review our equal opportunities practices ensuring they remain effective and relevant. This includes:

- **Data Collection**: Collecting and analysing data on the diversity of our workforce to identify any disparities and address them appropriately.
- **Feedback Mechanisms**: Encouraging feedback from employees on our equal opportunities practices and using this feedback to make improvements.
- **Annual Review**: Conducting an annual review of our Equal Opportunities Policy and practices to ensure they reflect current legislation and best practices.

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Legal Compliance

Our Equal Opportunities Policy is aligned with UK equality legislation, including the Equality Act 2010, and considers international best practices to ensure compliance in our export markets.

Conclusion

Advanced Engineering Group is dedicated to maintaining an equitable, inclusive, and supportive workplace. By adhering to the principles and practices outlined in our Equal Opportunities Policy, we aim to create a thriving work environment where all employees feel valued and empowered to succeed.

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