

Equality and Diversity Policy

It is the policy of **The Renewables Consulting Group Limited** (“RCG”) to promote equality and diversity across all areas of the firm. RCG’s strength is its people. By operating as one team, built on shared principles and a passion to out-perform, we can harness our collective energy to deliver outstanding work. We recognise that everyone is different and has something unique to offer. We respect and understand these differences and to seek to make the most of everyone’s talents.

Equality is about managing differences so that every member of the team has equality of opportunity through a fair and consistent approach to the application of the firm’s rules, policies and procedures.

Diversity is about understanding, recognising, respecting and valuing differences. We recognise that sometimes this will mean treating people differently. This commitment is relevant to all we do, how we manage ourselves and how we deliver services to our clients.

We aim to meet the following goals:

- » Operate professionally, fairly, and without bias.
- » Promote equality and diversity.
- » Invest in our staff so they can maximise their full potential.
- » Ensure accountability for performance.
- » We are one team, no matter what job we do.
- » We maintain respectful and constructive dialogue.

We will not tolerate discrimination because of a protected characteristic, these are age, race, colour, nationality, ethnic or national origin, sex, gender reassignment, disability, sexual orientation, religion or belief, pregnancy or maternity and civil partnership or marriage.

We will guard against direct and indirect discrimination.

We will not discriminate because of working patterns.

We will not tolerate harassment or bullying on any other grounds.

We will ensure that everyone in RCG is respected and can give of their best, irrespective of who they are or what job they do.

The Board takes overall responsibility for the development of equality and diversity, leads by example and ensures that progress is reviewed and further actions instigated as necessary.

RCG actively fosters a culture of continual improvement, open dialogue and consultation between Directors, employees, contractors and clients. RCG leaders at all levels will demonstrate their commitment to promoting equality and diversity, and take responsibility for progress. All staff have personal responsibilities to treat everyone with respect, consideration and without prejudice and to promote the same levels of behaviour in colleagues.

RCG expects that contractors working with, and for, the company are competent, professional, and that they accept comparable equality and diversity standards.

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to RCG's work (for example at meetings, social events, etc) which may impact on RCG's reputation (for example, expression of views on social media, contrary to the commitments expressed in this policy that could be linked to RCG). This policy applies equally to the treatment of RCG's visitors, clients, customers and suppliers by its employees and the treatment of its employees by these third parties.

This policy shall be reviewed annually, and updated as necessary.

A handwritten signature in black ink, appearing to read 'Lee Clarke', written in a cursive style.

Dr Lee Clarke
Chief Operating Officer

5th October 2020

For and on behalf of the Board of Directors