

Equal Opportunities & Diversity Policy

FCE Projects Limited's mission is to be a resilient organisation that protects the environment, improves the lives of our people, supports the communities we serve and brings economic benefit for our region. Our business was founded in 2004 and we have always upheld company values and a principles-based approach to doing business, that ensures we are:

- Focused - *driven by our customer needs.*
- Collaborative - *working across project stakeholders to deliver the best solutions.*
- Ethical - *acting with integrity, equality, fairness, and respect.*
- Responsible - *doing the right thing for society and the planet.*

FCE Projects Ltd is an Equal Opportunities Employer. In strict compliance with The Equality Act 2010 ("the Act") we are determined to ensure that no job applicant or employee receives less favourable treatment on the grounds of colour, race, age, nationality, national or ethnic origin, disability, sex or marital status, sexual orientation, or religion.

Furthermore, our approach to diversity takes account of differences such as culture, language, educational background, functional expertise, and family circumstances.

The performance of FCE Projects Ltd is dependent upon valuing, improving, and developing the skills and abilities of all employees and our Equal Opportunities Policy, above all else, aims to achieve this objective.

Entry into the company and progression is determined solely by the application of objective criteria, personal performance, and merit.

Recruitment and other employment decisions and procedures are monitored and reviewed and, where necessary, amended to ensure compliance with our overall policy objectives.

Where there is under-representation of particular groups, the circumstances will be investigated and, where appropriate, practical measures to remedy the situation will be taken.

The next review date for this policy is January 2026.



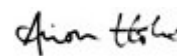
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January 2025