

ESM Equal Opportunities Statement

ESM provides equal employment opportunity to all qualified persons without discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, or other personal characteristics in accordance with applicable local and national laws and regulations. ESM will make reasonable job accommodation for persons with disabilities who can perform the essential functions of the position for which they are qualified and selected.

All employment and promotion decisions will be based solely upon individuals' qualifications, experience, prior contribution and demonstrated capacity to perform at higher or improved levels of performance and will be in accordance with the principle of equal employment opportunity. ESM will take whatever affirmative action is necessary to attract and retain qualified persons.

The objective of the Equal Opportunity Policy is to support the attraction and retention of employees that contribute most to the development of the ESM business.

The Equal Employment Opportunity policy will be successfully applied when all roles are filled by the best qualified and experienced candidates available regardless of personal circumstances.

The Equal Opportunity Employment process is reflected throughout ESM's staff recruitment and retention processes.

Signed:



Name: Rob Brackstone

Role: Director

Date: 15/07/2025

Review Date: 15/07/2026