



Equal Opportunities and Diversity Policy

Sycous recognises that it is essential to provide equal opportunities to all persons without discrimination. This policy covers all aspects of employment, including recruitment and promotion, giving guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, part-time and fixed term contract status, age, sexual orientation, gender identity, or religion.

Sycous will:

- Ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation, gender identity, or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable, in line with our Recruitment Policy.
- Not only meet our legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment, training and opportunity.
- Recognise that adhering to the Equal Opportunities Policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation's and employees best interests.
- Recognise the benefits in having a diverse workforce with different backgrounds, solely employed on ability.
- The application of recruitment, training, and promotion policies to all individuals will be based on job requirements and the individual's ability and merits.
- All employees of the organisation will be made aware of the provisions of this policy.

Review and agreement

This policy is agreed by the board of Sycous who agree to review this policy and arrangements on an annual and more frequent basis, as necessary, to maintain our commitments.

Signed

Matthew Hall (Responsible Director)

Date

20th July 2025



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