



Equal Opportunities Policy

MAV Systems Limited is committed to the principle of equal opportunities in employment and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination accorded to employees or job applicants, on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (defined as Protected Characteristics)

MAV Systems Limited recognises its obligations under the Equality Act 2010 and the spirit and intent of any related Codes of Practice:

- for the elimination of discrimination on grounds of sex or marital status and the promotion of equality of opportunity in employment;
- for the elimination of discrimination on grounds of race and the promotion of equality of opportunity in employment;
- for the elimination of discrimination on the grounds of disability and the promotion of equality of opportunity in employment;
- for the elimination of discrimination on the grounds of religion or belief and the promotion of equality of opportunity in employment;
- for the elimination of discrimination on the grounds of sexual orientation and the promotion of equality of opportunity in employment.
- for the elimination of discrimination on the grounds of age and the promotion of equality of opportunity in employment;
- for the elimination of discrimination because they associate with another person who possesses a Protected Characteristic or because others perceive that they have a particular Protected Characteristic, even if they do not.

Employment Practices

MAV Systems Limited states its wholehearted support for the principles and practices of equal opportunity and recognises that it is the duty of all employees to accept their personal responsibility for fostering a fully integrated community at work by adhering to the principles of equal opportunity and maintaining a harmonious working environment.

MAV Systems Limited actively promotes equal opportunities throughout the organisation through the application of employment policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities. All Managers and Supervisors will seek to ensure that all employees comply with these principles.

MAV Systems Limited will ensure that individuals are recruited and selected, promoted and trained on objective criteria having regard to the relevant aptitudes, potential, skills, experiences and abilities. In particular, no applicant will be placed at a disadvantage by any practices which, although they are applied to all, have the effect of disadvantaging people on the grounds of any Protected Characteristic which is not necessary to the performance of the job or which constitute indirect



discrimination. Reasonable adjustments will be taken where a person is put in a detrimental position and such reasonable adjustments remove the detriment.

MAV Systems Limited recognises the problems that harassment may cause at work and is committed to ensure that such unacceptable behaviour does not take place. Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them having regard to all the circumstances including the perception of the victim. All forms of harassment are abhorrent and will not be tolerated by the Company. Harassment in any form is regarded as unlawful discrimination and additionally may also be subject to criminal proceedings. All such cases will be dealt with under the Disciplinary and Dismissal Procedure.

MAV Systems Limited recognises that the detriment a disabled person endures as a consequence of their disability can, in many instances, be removed by the adoption of reasonable adjustments. The Company is committed to ensure that such adjustments will be affected where reasonably practicable and where the detriment is substantial.