

# Equality and Diversity Policy

On Site Generation Ltd is a renewable energy company providing an integrated approach to saving energy and installing renewables. Our key aim is to provide affordable, best practice advice and technologies in renewable energy and energy efficiency so we can all share in a zero carbon economy.

We recognise that the provision of equal opportunities in the workplace is not only good management practice, it also makes sound business sense. Our equality and diversity policy will help all those who work for us to develop their full potential and their talents and resources will be put to good use to fully maximise our efficiency.

Our equality and diversity commitments include:

- ✻ Working towards equality of opportunity for all who work for On Site Generation and we will devote energy and resources to the achievement of this aim
- ✻ No discrimination on grounds of age, disability, ethnic origin, gender, marital status, social or economic status, nationality or national origins, race, religious beliefs, responsibility for dependants, sexuality, trade union membership or unrelated criminal conviction
- ✻ Striving to eliminate racism, sexism and all forms of discrimination. We recognise that this requires not only a commitment to remove discrimination but also action through positive policies to redress any inequalities
- ✻ Acting to ensure equal access to our jobs at all levels and to develop all employees to their full potential
- ✻ Welcoming the diverse communities and cultures present within the UK and see them as a significant positive force for the good of all through creativity and innovation
- ✻ Opposing harassment and victimisation on the grounds stated above and will take positive action to counteract harassment
- ✻ Complying with our own equal opportunities policy and associated policies

Our performance and this Policy will be regularly reviewed by the Company Directors to ensure its effectiveness in delivering our equal opportunities commitments.

**Jason Leon**  
**Director**

**11<sup>th</sup> March 2009**