



Equality, Diversity and Inclusion Commitment Statements:

- Enviro Group is committed to ensuring that equality, diversity and inclusion are embedded throughout the organisation. We promote fair treatment, equal opportunities and a working environment where all employees, clients and stakeholders are treated with dignity and respect. Our policies, recruitment practices, training and day-to-day management aim to prevent discrimination, harassment and victimisation and to support compliance with the Equality Act 2010. We expect the same standards from anyone working for or on behalf of Enviro Group.
- Enviro Group promotes good practice in eliminating discrimination by providing clear guidance to employees, managers, and relevant suppliers on fair and lawful recruitment, training, and promotion processes. Our expectations are communicated through company policies, induction, management instruction, and day-to-day supervision, helping ensure decisions are based on ability, suitability, and business need rather than protected characteristics. We also expect those working on our behalf to follow the same standards and to support a workplace free from discrimination, harassment, and victimisation.
- Enviro Group makes equality and diversity guidance and policy documents available to employees, subcontractors, and, where appropriate, recognised trade unions or employee representatives. This helps ensure that our expectations on fair treatment, equal opportunity, and preventing discrimination are clearly understood and consistently applied across the organisation.
- Our recruitment materials are designed to focus on skills, experience, and suitability for the role, avoid discriminatory language, and encourage applications from suitably qualified candidates from all backgrounds. This helps demonstrate our commitment to equal opportunity and to eliminating discrimination in recruitment and selection.

James Lyons

Operations Manager

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