

# Carsphairn Renewable Energy Fund Limited

## Equalities Policy



### Introduction

CREFL is committed to maintaining the highest possible ethical standards in all its business activities.

The purpose of this policy is to set out the standards of conduct CREFL expects of its Directors, volunteers, contractors, any other authorised representatives.

### Policy

CREFL recognises that discrimination, prejudice and disadvantage exist in our Society. We are committed to making our contribution to help eliminate this by working positively to promote a more inclusive Society. It is our aim and commitment to undertake all activities on a fair and equitable basis.

The aim of the policy is to ensure no Director, volunteer, contractor, grant applicant, or any other person is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

The ethos and principles of our Equalities Policy are that:

- we are fully committed to equality of opportunity;
- we will provide all our services on a fair and equitable basis;
- we will adopt selection procedures which provide fair and equitable opportunities for all;
- we will treat people with dignity and respect and acknowledge people's individual needs and requirements;
- we will ensure that the ethos and principles of our Equalities Policy underpin and permeate everything that we do;
- we will implement the appropriate legislation and codes of practice and ensure that they are incorporated into all our policies, procedures and working practices;
- we will expect our Directors, volunteers, contractors, any other authorised representatives to adopt and implement our Equalities Policy when carrying out their duties on behalf of CREFL;
- we will expect those to whom we distribute grants and those who carry out work on behalf of CREFL, to similarly adopt and implement their own equalities policy or adopt ours;
- we will challenge unacceptable behaviour and actively support victims of harassment.

### Responsibilities

Compliance with this policy is the responsibility of all Directors and officials of CREFL. If and when an instance where a breach of this policy is identified, remedial steps must be taken immediately.

The Chair of CREFL's Board should ensure their members are aware of this policy and of their responsibilities to act in accordance with its procedures.