

Equal Opportunities Policy Statement

Understanding, learning and celebrating what makes us different, as well as what we have in common, is not only good for us as individuals, it enables us to work better together as one team. Cadent welcomes people from all backgrounds and is committed to being an equitable and diverse employer and creating an inclusive culture for all of our employees. We know that feeling included leads to a more engaged and motivated workforce and innovative working environment. By working together, taking responsibility to drive performance and shape the future, this will help us to keep people warm, while protecting the planet.

At Cadent we will ensure that employees and any job applicants will receive equal treatment and opportunities, without discrimination, which applies to all aspects of employment with us; including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment. This is regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (Protected Characteristics).

Chief Executive and senior management team have overall responsibility for the effective operation of this statement and for ensuring compliance with The Equality Act 2010. This is supported by managers and all employees. Together, everyone in the business is responsible for promoting an equitable, diverse and inclusive environment.

All managers must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the standard and promote our aims and objectives with regard to equal opportunities.

Equal Opportunities covers all Cadent employees.

Cadent supports all employees. If you have any queries or concerns regarding Equal Opportunities, please be assured these will be dealt with in confidence, without recriminations or negative consequences.

You can find support from:

HR/MyPeopleServices
People Managers
Ethics Team



A handwritten signature in black ink, appearing to read 'Steve Fraser'.

Steve Fraser, Chief Executive Officer