

Petroff Ltd is committed to a policy of equal opportunities for all employees, workers and applicants and shall adhere to such a policy at all times and will review on an on-going basis on all aspects of recruitment to avoid unlawful or undesirable discrimination. Petroff will treat everyone equally irrespective of gender, sexual orientation, marital status, age, disability, race, colour, social class, ethnic or national origin, religion, political beliefs or membership or non-membership of a Trade Union and places an obligation upon all staff to respect and act in accordance with the policy. Petroff is committed to providing training for its entire staff in equal opportunities practice.

Petroff shall not discriminate unlawfully when deciding which candidate / temporary worker is submitted for a vacancy or assignment, or in any terms of employment or terms of engagement for temporary workers. Petroff will ensure that each candidate is assessed only in accordance with the candidate's merits, qualification and ability to perform the relevant duties required by the particular vacancy.

We are committed to ensuring that:

- Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- Breaches of this Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This Policy is fully supported by senior management.
- This Policy will be monitored and reviewed annually.
- This Policy will be implemented through our documented Management System and embedded as a core value within our business.

The Law

This policy will be implemented within the framework of the relevant legislation, which includes:

- Equality Act 2010
- Equal Pay Act 1970 (Amendment) Regulations 2004
- Offenders Rehabilitation Act 2014
- The Sex Discrimination Act 1975 (Amendment) Regulations 2008
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 2005
- The Race Relations Act 1976 (Amendment) Regulations 2008
- Race Relations Act 1976 (Amendment) Regulations 2003
- The Employment Equality (Sexual Orientation) (Religion or Belief) (Amendment) Regulations 2007
- Disability Discrimination Act 2005
- The Employment Equality (Repeal of Retirement Age Provisions) Regulations 2011



Alexei Petrov
Chief Executive Officer

07/01/2026