

Equal Opportunities and Anti-Harassment

Global Renewables Lancashire Operations Limited (GRLOL) is committed to providing equality of opportunity in employment. We want to ensure the workplace is a non-discriminatory and harassment free working environment, and that advancement within the company is on the basis of ability, performance and aptitude for work.

GRLOL value and respect the differences and diversity of our people, who work together in an inclusive environment that enables us to harness the collective and complementary skills, knowledge, background and networks of people.

Discrimination, bullying, harassment or victimisation of colleagues, clients or suppliers is not tolerated and could result in disciplinary proceedings. Serious offences, such as deliberate harassment, may be regarded as gross misconduct and may result in summary dismissal.

This policy applies to all aspects of employment, including recruitment and selection, appraisal, training and promotion, pay and conditions, grievances, disciplinary and dismissal issues.

The policy applies to all individuals working at all levels and grades, including senior managers, officers, directors, employees, consultants, contractors, trainees, home workers, part-time and fixed term employees, casual and agency staff and volunteers and equally to the treatment of visitors, clients, customers and suppliers.

Please refer to our procedures for more information: [SOP-TL-HR-000-6002 Recruitment](#) and [SOP-TL-HR-000-6006 Grievance](#)