

Diversity and Inclusion Policy



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At Sterling and Wilson Renewables Energy Limited (SWREL), we believe that diversity and inclusion are not just values we uphold but integral to our success and growth. Our commitment to diversity and inclusion extends beyond compliance with regulations; it's a reflection of our belief in fairness, respect, and the recognition of the unique contributions each individual brings to our organization. We strive to create an environment where everyone feels valued, respected, and empowered to contribute their best.

Our principles

Equal Opportunities: We provide equal opportunities to all employees regardless of their race, color, ethnicity, gender, age, sexual orientation, religion, disability, or any other characteristic protected by law.

Inclusive Culture: We foster an inclusive culture where every employee feels welcomed, respected, and valued. Discrimination, harassment, or bullying of any kind will not be tolerated.

Diverse Workforce: We recognize and celebrate the diverse backgrounds, experiences, and perspectives of our employees. We believe that diversity enriches our organization and drives innovation and creativity.

Accessibility: We are committed to providing a workplace that is accessible to all individuals, including those with disabilities. Reasonable accommodations will be made to ensure that everyone can fully participate and contribute.

Training and Development: We provide training and development opportunities to all employees to enhance their skills and knowledge. We encourage continuous learning and growth for personal and professional development.

Transparency and Accountability: We are transparent in our policies, practices, and decision-making processes. We hold ourselves accountable for creating and maintaining a diverse and inclusive workplace.

Implementation:

Recruitment and Hiring: We strive to attract a diverse pool of candidates for all job openings and ensure fair and unbiased selection processes.

Promotion and Advancement: We promote based on merit and performance, ensuring that opportunities for advancement are accessible to all employees.

Training and Education: We provide diversity and inclusion training to all employees to raise awareness and foster understanding.

Employee Resource Groups: We support employee resource groups that promote diversity and inclusion and provide a platform for employees to connect, share experiences, and drive positive change.

Feedback and Communication: We encourage open and honest communication and provide mechanisms for employees to provide feedback, raise concerns, and suggest improvements related to diversity and inclusion.

Conclusion:

At SWREL, diversity and inclusion are not just words; they are the foundation of our culture and identity. By embracing diversity and fostering inclusion, we create a workplace where every individual can thrive, and our company can excel. Together, we build a brighter future for SWREL and our communities.

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Approved By:
SWREL Management

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