

Equality & Diversity policy

New Wave Electrical Consulting Ltd is committed to providing a workplace where everyone is treated with dignity, respect, and fairness. We value equality, celebrate diversity, and promote an inclusive environment where individuals can contribute and thrive regardless of their background. We do not tolerate discrimination, harassment, or victimisation on the grounds of age, disability, gender, gender identity, marital or civil partnership status, pregnancy or maternity, race, ethnic origin, nationality, religion or belief, sexual orientation, or any other protected characteristic.

All employment decisions—such as recruitment, promotion, training, pay, and benefits—are based solely on merit, skills, and performance. We aim to provide equal access to opportunities and remove barriers that may disadvantage individuals or groups. Reasonable adjustments will be made to support employees with disabilities or specific needs.

We recognise that a diverse workforce brings different perspectives, drives innovation, and strengthens our ability to serve clients effectively. Inclusion is a shared responsibility, and every employee is expected to treat colleagues, clients, and partners with courtesy and professionalism.

Any concerns about discrimination or unfair treatment must be reported to a manager or through our confidential reporting procedure. All complaints will be taken seriously, investigated promptly, and resolved fairly. We do not tolerate retaliation against anyone who raises a concern in good faith.

Managers are responsible for promoting equality and leading by example. Training and awareness will be provided where necessary. This policy will be reviewed regularly to ensure it remains effective and aligned with legal requirements and best practices.

By embracing equality and diversity, New Wave Electrical Consulting Ltd fosters a positive, inclusive, and high-performing workplace for all.

Gary Alder
Managing Director



Date: 10.6.25