

Together in Powering the Future

CD094 DIVERSITY, EQUALITY, AND INCLUSION POLICY

V5

TOGETHER IN POWERING THE FUTURE

The world of energy is changing and we are too. We're harnessing our 20+ years of experience in traditional energy markets and pushing forward our boundaries to enter a new era supporting the full energy mix and technology sectors. Visuna are here to power forward together into a brighter, cleaner, and more reliable future.

At Visuna, we are on a journey with you in the energy transition. We are here to offer support in moving into sustainable markets at such an exciting time for energy and IT sectors.

Transformation is happening rapidly, and at Visuna we pride ourselves on our dedication to supporting companies in their energy innovation goals. As a leading recruitment company, we provide [global workforce solutions](#) in energy & tech. We serve as a transparent & reliable strategic partner to connect our world-class talent to you.

Our Mission & Values

Visuna's mission is to deliver maximum value to our clients and enabling opportunity insight. By providing an honest, flexible, and proactive service, we find the right solutions for both our candidates and clients.

It has been consistently important to us to provide the best service to our clients and key strategic partners over the years. At Visuna we believe we owe confidence and loyalty to those that we work with. We provide a friendly and sincere service to those we meet along the way.

It is important to us to provide a down to earth, no nonsense, and sincere foundation for interactions with the energy & tech communities. Visuna stand as a passionate and proactive organisation on the world stage. We stand together moving into powering the energy transition to a greener world overall via renewable energy sources.



Growth

We thrive on evolving and pushing our boundaries



Reliability

We honour our commitment to finding the right solution



Agility

We are proactive and flexible in challenging circumstances



People

We believe that together we can make a difference by showing care and being respectful



Honesty

We are straightforward and build our reputation on trust

Introduction

Here at Visuna we are committed to encouraging equality, diversity and inclusion among our most important commodity, our workforce, and eliminating unlawful discrimination.

We are on a journey to create opportunities and find solutions.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to do their best.

We welcome that every individual brings a unique perspective and experience to advance our mission, ensuring that we treat you with respect and support throughout.

We embrace diversity and strive to create conditions that provide everyone with an equal opportunity to thrive.

We offer regular training to promote the best of you and to allow you to follow our team purpose.

Our Policy's purpose

Provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.

Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

Oppose and avoid all forms of unlawful discrimination. This includes:

- pay and benefits.
- terms and conditions of employment
- dealing with grievance and discipline

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- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training, or other development opportunities

Our Objectives

1. We promote equality of opportunity for everyone.
2. We will represent the communities and society we serve.
3. We value all our employees for their contribution and we celebrate diversity in all aspects of our business.
4. Our culture will be inclusive.
5. We will support the unique and diverse needs of our customers and our communities.
6. We are against all forms of unlawful and unfair discrimination.
7. We will not tolerate bullying and harassment in any form.
8. We want to create an inclusive workplace, where we embrace the similarities and differences of all our employees.

Change Table

Version	Date	Description	Approved by
4	10 Apr 2025	<ul style="list-style-type: none"> Review for updates Sense check 	K Walker
5	06 Aug 2025	<ul style="list-style-type: none"> Commitments changed to Objectives 	K Walker