

Our People Policy Statement



At Senerca, we know that our people are fundamental to our success.

We believe that championing equality and diversity and investing in welfare and development are the keys to creating a workplace that our people feel proud of, where they feel valued and empowered to always give their best.

OUR COMMITMENT

- Provide every employee with access to our information which clearly sets our standards of behaviour, company rules, conditions, policies, and procedures.
- Give equal treatment to all current and potential employees, regardless of sex, race, disability, sexual orientation, religion or belief, age, gender assignment, marriage or civil partnership, pregnancy and maternity or paternity.
- Provide suitable training and development opportunities and support.
- Provide a framework for regular employee reviews with their line manager.
- Provide suitable working environments in accordance with our health and safety policies.
- Take a 'zero tolerance' approach to dealing with bullying and harassment in the workplace.
- Maintain and enforce robust disciplinary procedures about grievances and whistleblowing and promote the appropriate use of such procedures in an open and fair manner.
- Provide appropriate remuneration and benefits for every employee.
- Provide appropriate support for the employees suffering from medical conditions and assist with managing their return to work.
- Ensure all employees are aware of their responsibilities about health, safety, quality, environment, and all other procedures.
- Provide training for managers to ensure that all employees are treated fairly and in accordance with the company's policies.
- Comply with both the spirit and the letter of all relevant employment law.
- Ensure that the company values are understood and adopted by all.

OUR VALUES

Integrity

Acting truthfully, honestly, and ethically in all our activities.

Inclusivity and Openness

Inviting and respecting the contributions of all through teamwork and valuing diversity.

Commitment

Always designing to do more and exceed the expectations of our customers and ourselves.

Quality and Excellence

Striving to continuously improve and develop to ensure quality and innovation in all respects

The Executive Team

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