MEG OFFSHORE Ltd

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Equality & Inclusion Policy

DOCUMENT	VERSION	ISSUE DATE	OWNER
MEG POL-EQIP	1.0	01.10.2026	MEG Offshore Ltd

POLICY STATEMENT

We value each member of the MEG Offshore Ltd team and are committed to providing an environment recognised for its positive energy, equality and professionalism, where everyone is treated with fairness, respect and dignity.

MEG Offshore Ltd aims to maintain a working environment with equal opportunities for all, based on performance and irrespective of any protected characteristic. We do not tolerate any act of discrimination, harassment or victimisation against colleagues or others affected by our business.

SCOPE

This policy applies to the Board of Directors, management, all employees and consultants of MEG Offshore Ltd, at all locations, onshore and offshore, and to job applicants. It covers every stage of employment, including recruitment, pay and benefits, training, promotion, discipline and leaving. We require contractors and subcontractors to comply with it, and expect our suppliers and business partners to act consistently with it.

LEGAL FRAMEWORK

We comply with the Equality Act 2010, which protects people from discrimination because of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, including colour, nationality and ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

Our commitment goes beyond the law. We also will not treat anyone less favourably because of political belief, social background, trade union membership, part-time or fixed-term status, or any other characteristic unrelated to their ability to do the job

WHAT WE DO NOT TOLERATE

Behaviour	What it means
Direct discrimination	Treating someone less favourably because of a protected characteristic.
Indirect discrimination	Applying a rule or practice to everyone that puts people with a protected characteristic at a disadvantage, without good reason.
Harassment	Unwanted conduct related to a protected characteristic, or of a sexual nature, that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
Victimisation	Treating someone badly because they have raised, or supported, a complaint of discrimination or harassment in good faith.
Bullying	Offensive, intimidating, malicious or insulting behaviour, or abuse of power, that undermines or humiliates someone.

This applies to conduct in the workplace, offshore, at work-related events and travel, and online, including on social media.

OUR COMMITMENTS

To support this policy we will:

- Recruit, select, train, promote and reward people on merit, using objective, job-related criteria.
- Advertise vacancies fairly and make sure job requirements are justified and do not exclude groups unnecessarily.
- Make reasonable adjustments for disabled applicants and employees, and consider flexible working requests fairly.
- Take reasonable steps to prevent sexual harassment and all other harassment at work, including by third parties such as clients and contractors.
- Provide equality and inclusion training to all personnel, with additional training for those who manage people or make recruitment decisions.
- Promote an inclusive culture offshore and onshore, where people feel safe to speak up and be themselves.
- Deal with complaints promptly, fairly and confidentially, and protect anyone who raises a concern in good faith from retaliation.
- Expect our suppliers and business partners to share our commitment to equality and human rights.

RESPONSIBILITIES

Role	Responsibility
Managing Director	Overall responsibility for this policy, for making sure it is put into practice, and for providing the resources needed.
Line managers	Ensure that all their direct reports are treated fairly and equitably in selection, evaluation and promotion and are not subject to discrimination at work. Act on any concern raised.
Employees and consultants	Treat everyone with fairness, respect and dignity, follow this policy, and report behaviour that breaches it.
Contractors and subcontractors	Comply with this policy while working for or with MEG Offshore Ltd.

RAISING A CONCERN

If you believe you have been discriminated against, harassed, bullied or victimised, or you witness such behaviour, please raise it as soon as possible with your line manager, the Operations Director, the Managing Director or a board member, or by email to compliance@megoffshore.com. If the concern is about your line manager, you can go directly to any of the others.

All concerns will be taken seriously, investigated promptly and handled as confidentially as possible. Anyone found to have breached this policy may face disciplinary action, up to and including dismissal. Making a complaint in good faith will never result in detrimental treatment.

WHAT THIS MEANS TO YOU

- Treat everyone with fairness, respect and dignity.
- Base your work-related decisions on merit and not on other characteristics that compromise the principle of equality.
- Take steps to create and maintain a good working environment.
- Refrain from engaging in harassment, bullying, workplace violence or other behaviour that colleagues or business partners may regard as threatening or degrading.
- Speak up if you see something that is not right.

MONITORING AND REVIEW

We will monitor how this policy works in practice, including recruitment, promotion and complaints data where available, and take action to address any barriers we find. This policy will be reviewed at least annually, or sooner if there are significant changes to legislation or to our business, and communicated to all personnel.