Equal Opportunities, Equality, Diversity and Inclusion Policy Statement

QTS Group believe that no person should suffer discrimination because of race, colour, ethnic origin, religion, sex, appearance, physical or mental disability, sexual orientation, gender reassignment, marital status, pregnancy, age, class or responsibility for dependants or any other protected characteristic.

Scope

The policy applies to all employees of QTS Group and subsidiaries including self-employed persons working for QTS. The policy applies to all stages of employment including recruitment and selection, promotion and training.

General

It is the aim of QTS Group to be an equal opportunities employer. The Company is committed to promoting and developing equal opportunities and will keep under review its policies, procedures and practices to ensure that they accord with the principle of equal opportunities and are consistently applied.

The organisation will do all it can to ensure it recruits, trains and promotes people based on qualifications, experience and abilities for all roles within the organisation.

The Company have generated an “Equal Opportunities, Equality, Diversity and Inclusion Strategy” which is disseminated to all employees and copies are available to all current and potential clients, local authorities, government departments and potential employees.

The “Equal Opportunities, Equality, Diversity and Inclusion Strategy” addresses the following

- Responsibilities
- Recruitment and Selection
- Training and Promotion
- Discipline, Grievance and Capability
- Cultural and Religious Needs
- Monitoring
- Review of Policy

This policy has been endorsed by the QTS Group’s Managing Director, Andrew Steel, on the 1st May 2026 and is reviewed and developed on an annual basis or as required.

A signed copy is retained at Head Office