

Equality & Diversity Statement

At Advance TRS, we firmly believe that everyone deserves equal opportunities, regardless of their age, race, gender, religion, sexual orientation, or any other characteristic.

We are committed to upholding the principle of equal opportunities and strongly oppose all forms of unlawful or unfair discrimination on the grounds of any **Protected Characteristic (PC)**, as defined by law. These include:

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

Our Commitment

We recognise that the diversity of our workforce is key to our success. To this end, we are dedicated to creating and maintaining an inclusive working environment that promotes equal opportunities and is free from discrimination.

Our company values – **quality, honesty, commitment, integrity, and loyalty** – guide every aspect of our work. These values require all staff to treat colleagues, clients, stakeholders, and partners with care and respect, fostering an environment in which everyone can thrive and deliver high-quality services.

Compliance with Legislation

Advance TRS is committed to adhering to all relevant equality and diversity legislation, including:

- **Rehabilitation of Offenders Act 1974**
- **Local Government Acts 1988 and 1999**
- **Special Educational Needs & Disabilities Act (SENDA) 2001**
- **Racial & Religious Hatred Act 2006**
- **Work & Families Act 2006**
- **Equality Act 2010**
- **Fair Employment and Treatment (Northern Ireland) Order 1998**
- **Northern Ireland Act 1998 (Section 75)**

In Northern Ireland, we ensure compliance with region-specific legislation, including the **Fair Employment and Treatment Order 1998** and **Section 75 of the Northern Ireland Act 1998**, which

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promotes equality across religious belief, political opinion, racial group, marital status, sexual orientation, gender, and disability, among others.

Policies and Practices

Our strict policies and procedures ensure we deliver equal opportunities to everyone. These measures:

- Improve management practices and strengthen our commitment as an equal opportunities employer.
- Ensure recruitment and employment decisions are based solely on merit, skills, abilities, and experience.
- Guarantee that advertising methods and job descriptions do not unjustly restrict opportunities for any group.

Recruitment and Advertising

We are careful to word advertisements to avoid any inference of bias, ensuring equal access to all roles. Our recruitment procedures are designed to:

- Reach a diverse pool of eligible applicants.
- Encourage applications from underrepresented groups.
- Use objective, pre-determined criteria for assessment, ensuring a fair and transparent selection process.

Proactive Steps to Promote Equality

As a specialist in placing top candidates across engineering sectors, we actively support initiatives to make the industry more inclusive and accessible.

We take proactive measures to:

- Deliver diverse shortlists through targeted executive search.
- Engage in referrals and recommendations to reach underrepresented groups.
- Publicise the valued contributions of minority candidates to highlight their success and inspire others.

Our Expectations of Staff

Every employee at Advance TRS has a duty to act in accordance with this policy, treating colleagues with dignity and respect. Discrimination, harassment, or unfair treatment of any kind will not be tolerated.

We do not discriminate against staff or candidates based on age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation, part-time status, or fixed-term status.

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Conclusion

Advance TRS is committed to more than just compliance with the law. We are dedicated to the **positive promotion of equality** in all aspects of our work. By fostering an inclusive and respectful environment, we aim to empower everyone to achieve their full potential, driving success for our business and the industries we serve.

Andy Ridout**Managing Director****January 2026****Advance TRS Ltd.**

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