


**Sellafield Ltd**
**Sellafield Ltd Company Policy**
**SLCP 4.01.02**

Issue 3

Effective date 02/2025

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**This Company Policy is approved by the Sellafield Ltd (SL) Board; it represents the SL Board's direction to the business on this topic. Compliance with this policy is mandatory, through aligning Sellafield Enterprise Management System arrangements and people behaviours to the commitments below.**

## Sellafield Ltd Human Resources Policy

### Policy Statement

This policy applies to Sellafield Ltd.

The purpose of the Human Resources policy (HR) is to enable all employees and business teams to operate to their full potential, in line with the company's requirements, ensuring that the enthusiasm and co-operation of employees is sustained and that opportunities for personal development are provided.

The Company is committed to eliminating discrimination and encouraging diversity amongst its workforce, and with those individuals and organisations operating on Sellafield Ltd sites or working on Sellafield Ltd projects. It will provide equality and fairness for all its employees and not discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

### Commitments

We shall be a Company that:

- Behaves with employees and stakeholders alike in such a manner that it is regarded as a trusted and fair employer.
- Creates a great place to work where people feel respected, included and able to perform at their best, taking pride in what they do.
- Encourages employees to apply their best efforts to their work and to co-operate actively in business improvement and innovations, and encourage employees to participate, wherever possible, in making decisions to improve effectiveness and efficiency at work.
- Supports employees to prepare for future missions and organisational change.
- Attracts and develops a highly skilled, talented and motivated workforce creating a culture in which our people thrive.
- Collaborates across the NDA group to ensure we have the right people in the right place at the right time.
- Will comply with current employment legislation and recognised good practice, and is committed to a policy of equal opportunity and diversity in all employment aspects.
- Opposes all forms of unlawful and unfair discrimination and considers such behaviours to be misconduct that can lead to disciplinary action.
- Ensures that equality and diversity principles influence and inform the culture of the organisation and recognises equality in the workplace as good management practice, making sound business sense.
- Is committed to ensuring that all employees are provided with the appropriate level of knowledge, training and awareness in equality & diversity issues.
- Works in partnership with Trade Union representatives encouraging open and honest dialogue and negotiation recognising consultation and collective bargaining as an integral part of the conduct of its business and the application of its employment policies.
- Is committed to providing best in class HR service provision across Sellafield Ltd through a People Function team that operates to the highest professional standards. In partnership with the wider organisation we will support the strategic realisation to:
  - *Develop a great place to work*
  - *Create the future workforce*
  - *Enable Performance*
  - *Deliver Digital solutions*
- Encourages employees to support the wider community and the Company's stakeholders, in alignment with our Socioeconomic Policy.
- Prioritises the safeguarding of all individuals, with a particular focus on young people (Under 18s), adults at risk (vulnerable) and those in early career stages, ensuring their protection, well-being, and right to a safe learning and working environment throughout all our operations and learning programmes.