



## **Anti – discrimination statement**

### **Company Statement**

Discrimination is making a direct or indirect distinction between people based on age, gender, marital status, sexual orientation, belief, political preference, race, ethnic origin or nationality. Discrimination explicitly includes as well responding to requests of clients to make a distinction between people based upon criteria not necessary or relevant for fulfilling the position.

BPP Energy Solutions has an anti-discrimination policy and rejects any kind of discrimination. The operation of BPP Energy Solutions aims to provide job seekers with a fair chance to find a job, regardless of their age, gender, marital status, sexual orientation, belief, political preference, race, ethnic origin or nationality.

When recruiting and selecting, our applicants will be treated equally as they shall be evaluated by using job related criteria only. Requests of clients to consider specific criteria will only be honored if there is an objective justification for such a request.

BPP Energy Solutions does not tolerate that employees are being treated discriminatory. Employees are defined for this purpose as both our own office staff and our seconded employees working under the supervision and management of one of our clients as well.

Should you have any questions, comments or complaints regarding this anti-discrimination statement, please contact your contact person at BPP Energy Solutions. Additionally we would like to draw your attention to our complaints policy, which is stated on our website.

This anti-discrimination statement has been prepared with utmost care. However, BPP Energy Solutions cannot guarantee that its content is accurate and up to date at any time.