

Equal Opportunities Statement

Version: 1.0

Issued by: The Profibus Group

Effective Date: 1 July 2025

This version Reviewed by: The Elected Officers of The Profibus Group

Next Review Date: 1 July 2026

1. Introduction

The Profibus Group is a not-for-profit trade organisation authorised by Profibus and Profinet International to promote industrial automation communications in the UK. As a member-led organisation, we are committed to advancing sustainability through responsible governance, environmental stewardship, and the promotion of efficient, future-ready technologies.

2. Purpose

This statement affirms our commitment to equal opportunities and non-discrimination in all aspects of our operations, including membership, governance, events, and representation. We aim to ensure that no individual is treated less favourably on the basis of protected characteristics as defined in the Equality Act 2010.

3. Scope

This statement applies to:

- All members of The Profibus Group
- Elected officers and steering committee members
- Any individuals or organisations acting on behalf of the Group

4. Organisational Structure and Supply Chains

- The Group is composed of member organisations, we have no direct employees.
- Governance is provided by a Steering Committee, including three elected officers.
- Our activities include technical events, training, and publications, supported by third-party suppliers and service providers.
- Our supply chain includes UK-based contractors, venues, and digital service providers.

5. Our Commitments

We are committed to:

- Promoting equality of opportunity regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation
- Preventing discrimination, harassment, and victimisation in all our activities
- Encouraging diversity within our membership and leadership structures
- Ensuring accessibility of our communications, events, and resources
- Raising awareness of equality principles among members and stakeholders

6. How we aim to meet our commitments

- Ensuring that our communications, events are ??????
- Formally recording any breach of this policy and bringing it to the attention of our members,
- Ensuring that all suppliers either have their own Equal Opportunities policy or confirm in writing that they have received a copy of this document and agree to abide by it when providing supplies and/or services to The Profibus Group.
- Maintain a register of approved suppliers with risk ratings.
- Reminding members of this policy and the need to conform to it. This will be done at each review and, where necessary, during meetings.

7. Governance and Oversight

The Steering Committee, including its elected officers, is responsible for:

- Reviewing this statement annually
- Monitoring compliance and addressing any concerns
- Ensuring that our practices reflect current legal and ethical standards

8. Compliance Standards

This statement has been produced with reference to the Equality Act 2010 in relation to the prevention of:

- Direct Discrimination.
- Indirect Discrimination
- Harassment
- Victimisation

9. Review and Updates

This statement will be reviewed annually or sooner if required by legislative changes or organisational developments. The next scheduled review is 1 July 2026.



Chris McComb
Chairman
The PROFIBUS Group - PI UK

30th June 2025

Version	Description	Author	Date
1.0	Initial Release	P.M.Thomas	09/07/2025