

Equal Opportunities Policy

We wholeheartedly support the principle of equal opportunities in employment and oppose all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, sexual orientation, marriage or civil partnership, age, religion or belief, gender reassignment, pregnancy or maternity, disability, or any other protected characteristic under applicable legislation.

We will not tolerate discrimination, harassment, bullying, or victimisation in any form.

We believe that it is in the Company's best interests, and those of us who work within it, to ensure that the human resources, talents, and skills available throughout the community are recognised and considered whenever employment opportunities arise. To this end, within the framework of the law, we are committed, wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Every reasonable effort will be made to ensure that individuals are treated equally, fairly, and with dignity and respect, and that decisions on recruitment, selection, training, promotion, pay, development, and career management are based solely on objective and job-related criteria.

This policy applies to all employees, directors, contractors, agency workers, consultants, job applicants, clients, suppliers, and visitors engaged with the Company.

The Company recognises that promoting Fairness, Inclusion and Respect (FIR) is a shared responsibility throughout the organisation. We are committed to:

- Promoting an inclusive, professional, and respectful working environment;
- Treating colleagues, clients, customers, contractors, and visitors with dignity and respect;
- Supporting equality, diversity, and inclusion within the workplace;
- Ensuring that all employment practices are fair, transparent, and free from bias;
- Refraining from any form of discriminatory, bullying, harassing, or inappropriate behaviour; and
- Challenging or reporting inappropriate behaviour where appropriate.

Any employee who believes they have experienced or witnessed discrimination, harassment, bullying, or unfair treatment should raise concerns with their Director, or Business Ethics representative. Reports may also be made through the procedures set out in the Company's Whistleblowing Policy.

The Company will make reasonable adjustments where required to support employees and applicants with disabilities.

This policy may be updated where necessary to reflect organisational changes, legal developments, or areas identified for improvement and will be reviewed annually.

Andrew P Hodgkinson
Director
Date: 27 May 2026