

Equal Opportunities Policy

The Company is committed to the principle of equal opportunity in employment. Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of race, colour, nationality, ethnicity or national origin, religion or belief, sex, sexual orientation, marital status, disability, age, trade union membership or non-membership or part-time or fixed term status.

The Company's objective is to ensure that individuals are selected, promoted and treated solely on the basis of their relevant aptitudes, skills and abilities.

Management at all levels hold the primary responsibility for successfully meeting these objectives:

- by not discriminating in the course of employment against job applicants, employees, customers, suppliers, or members of the public with whom contact is made.
- by not inducing or attempting to induce others to practice unlawful discrimination.
- by bringing to the attention of employees that they will be subject to action under the Disciplinary Procedure for discrimination of any kind.

You can contribute:

- by not discriminating in the course of your employment against fellow employees, customers, suppliers, or members of the public with whom contact is made.
- by not inducing or attempting to induce others to practice unlawful discrimination.
- by reporting any discriminatory action to the Company Management.

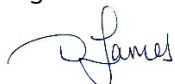
The successful achievement of these objectives necessitates a contribution from everyone, and you have an obligation to report any act of discrimination known to you.

The consistent application and effectiveness of the Company procedures will be regularly reviewed and overall responsibility for achieving these objectives rests with the Managing Director or nominee.

If you consider that you are a victim of discrimination, you should raise the issue through the Company's Grievance Procedure.

Signed:

January 2026



Mr David James
Managing Director