



## EQUALITY, DIVERSITY & INCLUSION POLICY

Equal opportunity, diversity and inclusion are cornerstones of Shorcontrol Safety's culture. We believe that all people deserve equal opportunities regardless of gender, ethnic background, age, religion, disability, and individual capabilities. We embrace equal opportunities, diversity, and inclusion as we believe that it positively influences employee satisfaction and ultimately our success.

We are committed to promoting equality, diversity, and inclusion in all aspects of our business activities: employment, education, and service provision.

- **Human Rights**
  - Our policy is to respect equal treatment and the need to provide fair employment opportunities regardless of protected personal characteristics.
- **Childrens Rights**
  - We condemn child labour and respect the rights of children to educate, rest and play.
- **Freely Chosen Employment**
  - We reject all forms of forced or compulsory labour, such as prison labour, debt bondage, slavery, or trafficking.
- **Protection from Harassment, Discrimination, Victimisation & Violence**
  - We will not tolerate harassment or discrimination in our workplace on any basis included but not limited to race, nationality or ethnic association, gender, religion, sexual orientation, disability, or any other protected personal characteristics.
- **Health & Safety**
  - We aim to maintain a safe and healthy workplace that complies with national standards for Occupational Safety and Health.
- **Fair Working Conditions**
  - We recognise the right of our employees to appropriate rest and leisure time. We provide reasonable hours of work within applicable industry practises that safeguard the health and well-being of our employees.
- **Non-discriminatory Compensation Practices**
  - We are committed to providing our employees with competitive wages and benefits that reflect the need for internal fairness, as well as external competitiveness within the industry and local labour markets where we conduct business.
- **Non-discriminatory Job-Posting & Advertising**
  - We ensure that job postings and advertisements do not directly or indirectly exclude any potential applicant or include any necessary requirements that would unfairly exclude an applicant in relation to age, gender, civil status, disability, religion, sexual orientation, race, ethnic association, and members of the travelling community.
- **Non-discriminatory Training Programme Development**
  - We ensure all training programmes do not directly or indirectly exclude any potential applicant or include any necessary requirements that would unfairly exclude an applicant in relation to age, gender, civil status, disability, religion, sexual orientation, race, ethnic association, and members of the travelling community.

A handwritten signature in black ink that reads "Jione Sillar".

General Manager

Date: 13/03/2023