



EQUALITY, DIVERSITY & INCLUSION POLICY

At Shorcontrol Safety, equal opportunity, diversity, and inclusion are integral to our company culture and values. We believe that every individual deserves equal access to opportunities, regardless of gender, ethnicity, age, religion, disability, or personal capabilities. By fostering an inclusive environment, we enhance employee satisfaction, promote innovation, and contribute to our overall success.

We are committed to promoting equality, diversity, and inclusion across all areas of our operations, including employment, education, training, and service provision.

Our Commitments:

- **Human Rights:** We are committed to upholding human rights and ensuring equal treatment for all. We provide fair employment opportunities without discrimination based on protected personal characteristics.
- **Children's Rights:** We strongly oppose all forms of child labour. We support the right of children to education, rest, and play, and we are committed to ethical practices that safeguard their well-being.
- **Freely Chosen Employment:** We condemn all forms of forced or compulsory labour, including prison labour, debt bondage, slavery, and human trafficking. Employment at Shorcontrol Safety is freely chosen and based on mutual agreement.
- **Protection from Harassment, Discrimination, Victimisation, and Violence:** We have zero tolerance for harassment, discrimination, victimisation, or violence of any kind. This includes behaviour based on race, nationality, ethnic origin, gender, religion, sexual orientation, disability, or any other protected characteristic.
- **Health & Safety:** We maintain a safe and healthy working environment that complies with all relevant national Occupational Safety and Health standards, ensuring the protection and welfare of all employees.
- **Fair Working Conditions:** We recognise the importance of appropriate rest, leisure, and work-life balance. We provide reasonable working hours in accordance with industry standards to protect employee health and well-being.
- **Non-Discriminatory Compensation Practices:** We are committed to fair, competitive compensation and benefits. Our pay practices are based on merit, experience, and market standards, ensuring internal equity and external competitiveness.
- **Non-Discriminatory Recruitment, Job Advertising, and Training:** We ensure that all job postings, advertisements, and training programmes are inclusive and accessible. No requirement will be included that unfairly excludes individuals based on age, gender, civil status, disability, religion, sexual orientation, race, ethnicity, or membership of the Traveller community.

Shorcontrol Safety fosters an environment where diversity is valued, inclusion is standard, and everyone is empowered to contribute fully. We are dedicated to continuously reviewing and improving our practices to ensure that these values remain embedded in all aspects of our business.

A handwritten signature in blue ink that reads "Gino Sillar".

General Manager

Date: 12/06/2025