

---

## EQUAL OPPORTUNITIES POLICY

With regard to Race relations as an employer, we will comply with the statutory obligations under the Race Relations Act 1976.

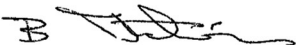
It is the committed policy of this company that its employees and those of its Sub-Contractors, as far as we are able to influence them, are dealt with impartially in all circumstances concerning their employment.

We can confirm that no person or group would be treated less favourable than any other because of their colour, race, gender, nationality or ethnic origin in relation to decisions to recruit, train or promote employees.

Failure to follow this directive will be considered a very serious breach of Company Policy.

This policy will be brought to the attention of all employees, made available to the public and reviewed annually.

**Signed by the person responsible for Equal Opportunities:-**



**Brian Titchiner, Managing Director**

Date: 23<sup>rd</sup> January 2026

Doc Ref	Doc Name	Prepared By	Reviewed By	Issue Date	Revision Status	Page	Review Date	Next Review
QMS-PL	Equal Opportunity	Brian Titchiner	Huw Titchiner	04/07/2016	2	1 of 1	23/01/2026	Jan 2027
<b>UNCONTROLLED IF PRINTED</b>								