

BibbEgan Group Limited's (BIBBEGAN) is fully committed to a policy of equal opportunities in employment and embrace a culture of diversity. We believe that all employees at whatever level have the right to be treated with dignity and respect.

The policy is based on the company's opposition to any form of discrimination on the basis of race, colour, nationality, ethnicity, sex, marital status, age disability or sexual orientation.

The policy and practice of the company is such that all employees are afforded equal opportunities within employment and that individuals are selected, promoted and treated on the basis of personal aptitude, skill, ability and application of criteria which are related to the duties of each particular position. In all cases, ability to perform the job will be the primary consideration.

The company works to create an environment free from unlawful discrimination, victimisation or harassment and a workplace where all staff are assured of equal and fair access to opportunities, development and training, and terms and conditions.

The company recognises that alongside the implementation of legal measures, real application of equal opportunity can only be achieved through the day-to-day commitment of all employees at all levels in the workplace. As such it is the duty of every employee to accept personal responsibility for ensuring the practical and effective application of the policy.

Acts of discrimination, victimisation or harassment will not be permitted, condoned or tolerated. Disciplinary action will be taken against any employee who breaches this policy and serious breaches will be treated as gross misconduct and could result in dismissal.

A handwritten signature in black ink, appearing to read 'JB'.

James Bibbey

Managing Director

for and on behalf of BibbEgan Group Limited and all its subsidiaries.

January 2024