

EQUALITY, DIVERSITY & INCLUSION POLICY STATEMENT

Kilnbridge Group Limited and its subsidiary companies actively seek to support and encourage equality of opportunity and is committed to diversity in a non-discriminatory way.

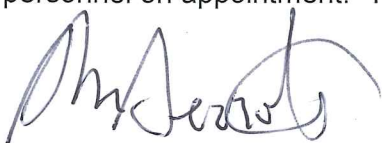
This policy extends to all levels of the organisation and aims to ensure equality, fairness, inclusion and respect for all in our employment, whether temporary, part-time or full-time. We understand our commitment under the Equality Act 2010 with regard to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

The Company will:

- Oppose all forms of unlawful discrimination which includes; pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, selection for employment, promotion, training or other developmental opportunities
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- Review employment practices and procedures when necessary to ensure fairness, and also update them in line with current legislation.
- Ensure the application of objective criteria for determining the selection and progression of all personnel at all levels; taking into account the Company's needs and an individual's abilities, skills, experience, potential and contribution.
- Provide a culture which encourages the principles of diversity in a non-discriminatory way, as a basis for a competitive and motivated workforce. In doing so we will create an environment which promotes contributions from the communities it draws from and is reflective of those communities.
- Monitor the existing workforce, and the application and effects of this policy.
- Seek to identify and remove all unjustified direct, indirect and institutionalised discrimination, harassment or victimisation.
- Provide an appropriate grievance procedure for personnel who believe they have suffered unfair discrimination. Any such grievances will be notified to a Director in the first instance. The aggrieved will have a full opportunity to state their case. The Directors will advise the individual of the result of their findings and determine and implement any necessary action.

The company requires all its representatives to behave in an ethical manner and expects their full support in changing institutional practices which deny or limit equality, diversity or opportunity. All personnel have a contractual duty to comply with this policy and any breach of this will be regarded as serious misconduct in accordance with the Disciplinary Policy.

This policy will be reviewed on a regular basis by Senior Management and communicated to all personnel on appointment. The Board of Directors support this policy and will enforce it.

A handwritten signature in black ink, appearing to read 'Dermot McDermott', written over a light blue horizontal line.

Dermot McDermott
Managing Director