

EQUAL OPPORTUNITY POLICY

Morgan Rae is committed to being an equal opportunities employer and to ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to unfair discrimination.

We therefore promote equality of opportunity in the recruitment, promotion, appraisal, training and development of our staff and otherwise treat them on the basis of their relative merits and abilities.

We aim to ensure that current and potential employees are offered the same opportunities regardless of any characteristic unrelated to the performance of the job.

We seek to ensure that no one suffers as a result of discrimination, either directly or indirectly.

We recognise that an effective Equal Opportunities policy will help all staff to develop their full potential, which is in the best interests of both our staff and our business. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity.

We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation or discrimination in any form which may affect the dignity of the individual.

The aim of this policy is to communicate the commitment of the directors and senior management team to the promotion of equality of opportunity in Morgan Rae.

It is our policy to provide employment equality to all; protected characteristics in line with Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

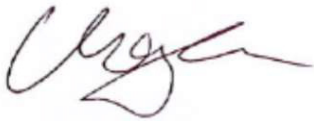
We recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and

resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

We further recognise that employing individuals from diverse backgrounds creates a workforce where creativity and valuing difference in others thrives and therefore welcome applications from all sectors of the community.

Signed:

Date: 03/07/2022

A handwritten signature in black ink, appearing to read 'Luke Morgan', written in a cursive style.

Luke Morgan
Director