

Equal Opportunities Policy

The provision of equal opportunity underpins the approach ECEX Ltd has to all its activities relating to recruitment, management, training & development of its employees.

The Company will conduct and monitor its affairs through recruitment, induction and career development in a manner that will not cause disadvantage to any employee, trainee or candidate on the following grounds:

- Race; colour; nationality; ethnic or national origins; sex; sexual orientation; gender reassignment; marital status; civil partner status; disability; special needs; age, religion or belief.

In meeting its obligations under the relevant legislation, the Company will ensure, as far as is reasonably practicable, that with reference to the above grounds:

- No employee, candidate or trainee receives less favourable treatment than another;
- No such person is placed at a disadvantage, unjustifiable by requirements or conditions that have a disproportionately adverse effect on a particular group.

Employees and those acting for the Company will be bound by this policy and have responsibilities for ensuring the provision of equal opportunities to any employee, worker or candidate.

Employees and those acting for the Company are expected to set an example in non-discriminatory behaviour and, in particular, they must not:

- Discriminate in the course of their duties against fellow employees, candidates or workers
- Induce others to practice unlawful discrimination
- Victimize individuals who have made allegations or complaints of discrimination or provided information about such discrimination.

This policy statement will be brought to the attention of all employees and all who represent the Company and failure to adhere to the policy may lead to disciplinary action being taken.

September 2022