



## **Hazgreen Limited - Equal Opportunities Policy**

It is Hazgreen's policy to treat people in an equitable manner regardless, for example, of their sex, sexual orientation, age, race, ethnic origin, religion or disability. The Company will monitor the composition of the workforce as appropriate and take positive action if it appears that this policy is not fully effective.

### Procedure

Equal opportunity is about good employment practices and efficient use of our most valuable asset, our people. Every employee has personal responsibility for the implementation of the policy. Any instance of doubt about the application of the policy, or other questions, should be addressed to the Human Resources Manager, as should any requests for special training.

Hazgreen will not discriminate on grounds of sex, marital status, ethnic origin, colour, nationality, disability or other grounds of discrimination, whether or not prohibited by legislation, such as sexual orientation or age.

The policy applies to the advertisement of jobs, recruitment and appointment to them, training, conditions of work, pay, and to every other aspect of employment. The policy also applies equally to the treatment of our customers or visitors. Staff involved in recruitment should request training.

The imposition of a condition or requirement, which has an adverse impact on someone, because his or her sex, race or marital status is more likely to be affected by it, will be unlawful unless it can be justified on grounds of business need. By way of example, a height requirement of 5'10" will eliminate some men, but proportionately more women, and so be unlawful. In all such situations Management should be consulted.

Any member of staff may use the grievance procedure to complain about discriminatory conduct. Alternatively, the matter may be raised through the Informal or Formal Remedy procedures detailed in the Company's Anti-Harassment Policy, to ensure sensitive, confidential treatment of the complaint.

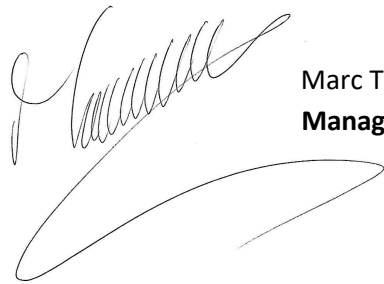
### Discipline

An employee who fails to observe or acts in a manner contrary to this Procedure, may be subject to action under the Company's Disciplinary Procedure, which could result in dismissal in the absence of mitigating circumstances.

## Monitoring

Employees and job applicants may be asked for information or to complete a form denoting their sex, race, ethnic origin or any disabilities. The Company guarantees that this information will only be used for the purposes of monitoring the effectiveness of its Equal Opportunities Policy.

Signed:

A handwritten signature in black ink, appearing to read 'Marc Todd', written over a large, light-colored oval scribble.

Marc Todd  
**Managing Director**

Date: 1<sup>st</sup> March 2026