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## Equal Opportunities – Policy Statement

Te-Tech Process Solutions Ltd is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment thereby treating all its employees, workers, job applicants with equality to ensure a work environment which is free from discrimination, where everyone can achieve their potential.

Therefore, no employee or potential employee will receive less favourable treatment because of a protected characteristic, namely:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and Maternity
- Race, colour, nationality, ethnic or national origins
- Religion or belief
- Sex
- Sexual orientation

The Company aims to encourage, value, and manage diversity and is committed to equality for its entire staff. The expectation of all employees is to work towards these aims, every employee is required to assist the Company to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.

These principles of equality of opportunity and non-discrimination also apply to the manner in which our staff treat clients or customers, our business partners and visitors.

The Company encourages anyone who believes that they have been unlawfully discriminated against to come forward. To facilitate this the Company has robust procedures in place designed to assist our people to have open conversations, engage in dispute resolution and where appropriate, implement a disciplinary process.

The commitment to this policy will ensure all employees are treated fairly and with respect and dignity, to encourage them to achieve their full potential free from prejudice and discrimination.

Ashton Dewey  
Chief Operating Officer