

## Equality Policy of TFC Europe Ltd

**TFC Europe Ltd** is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

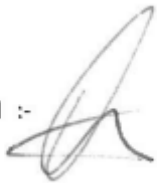
To that end, this policy aims to provide equality and fairness for all in our employment and not discriminate based on gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, and age. We oppose all forms of unlawful and unfair discrimination.

All part-time, full-time or temporary employees will be treated fairly and respectfully. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop to their full potential, and the talents and resources of the workforce will be fully utilised to maximise the organisation's efficiency.

### Our Commitment

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development, and progression opportunities are available to all staff to the extent that all training aligns with business requirements.
- Equality in the workplace is good management practice and makes sound business sense.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- Directors and senior management fully support this policy.

Signed :-



Name :- Keith Kentish

Title:- Regional Vice President

Date :- 12 February 2024