

## Equal Opportunity Policy

We are committed to providing equal employment opportunities to all employees and applicants without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status, or any other characteristic protected by applicable laws and regulations. This Equal Opportunity Policy reflects our dedication to fostering a diverse and inclusive workplace where all individuals are treated with fairness, dignity, and respect.

This policy has been designed to facilitate the creation of a workplace culture that maximizes organizational performance through employment decisions. These decisions will be based on real business needs without regard to non-relevant criteria or distinctions and will ensure that all decisions relating to employment issues are based on merit. Every person will be given a fair and equitable chance to compete for appointment, promotion or transfer, and to pursue their career as effectively as others. Employment decisions relating to appointment, promotion and career development will be determined according to individual merit and competence.

1. We are an equal opportunity employer and do not discriminate against employees or applicants based on any protected characteristic as defined by applicable laws and regulations.
2. Recruitment, hiring, promotion, and other employment decisions are made based on qualifications, skills, and merit.
3. We actively seek out candidates from underrepresented groups and provide equal opportunities for career advancement and development.
4. We promote a workplace culture that values diversity, equity, and inclusion. Discrimination, harassment, or bias of any kind is not tolerated and will be addressed promptly and appropriately.
5. Employees are encouraged to report any incidents of discrimination or harassment to their supervisor, HR, or through the designated reporting channels.
6. We provide reasonable accommodations to qualified individuals with disabilities to ensure equal access to employment opportunities, unless doing so would impose undue hardship on the company.
7. Employees with disabilities are encouraged to request accommodations through the HR department.

We engage with and supports diverse communities through philanthropy, volunteerism, and partnerships with organizations that promote diversity, equity, and inclusion.

It is the responsibility of the Human Resource Department to ensure that:

1. All managers, supervisors and staff are aware of and understand their obligations, responsibilities and rights in relation to equal employment opportunity.
2. All managers, supervisors and staff are committed to operating in accordance with the equal opportunity laws in the workplace.
3. Any matter which does not comply with the principles of equal employment opportunity are identified and addressed as promptly and sensitively as possible.
4. Immediate and appropriate steps are taken to minimize or eliminate unlawful harassment, discrimination, and bullying in the workplace; and
5. Ongoing support and guidance is provided to all employees in relation to equal employment opportunity principles and practice in the workplace.

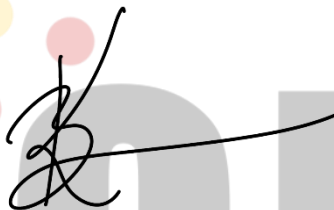
Employees who believe they are being treated unfairly as a result of discrimination should promptly notify their manager or the Human Resources Department. Should a complaint of discrimination or harassment be made, it will be investigated in a confidential and procedurally fair manner. If proven, the person responsible will be disciplined. In serious cases, this may involve dismissal.

**Kayne Buik**

**Managing Director**

**Densil Ugle**

**Managing Director**



Signed Date 24/05/2024.

**GNALLA**  
RESOURCES