

EQUAL OPPORTUNITIES POLICY STATEMENT

Equality Act 2010

Global Mine Design Ltd (GMD) is committed to combating discrimination and encourages diversity within our employees including contractors. GMD works in many countries around the world, with people of all nationalities, backgrounds and identities; therefore, it is essential that our employees, contractors and other associated third-parties are aware of our diverse working environment and share GMD's commitments to treating all persons equally.

GMD will avoid unlawful discrimination in all aspects of employment including recruitment and selection, promotion or position transfers, opportunities for training, pay and benefits, dealing with grievances and discipline, selection for redundancy and dismissal, and all other terms of employment. GMD will not discriminate against any individual on grounds of gender, pregnancy, maternity, gender reassignment, marital or civil partner status, race (including ethnic or national origins, colour, or nationality), disability, sex or sexual orientation, religion, belief, or age; collectively these are known as *protected characteristics*.

Our strategy for proactively managing equal opportunities is to:

- Recognise that every GMD employee is entitled to a working environment that promotes dignity and respect to all.
- Not to tolerate any form of intimidation, bullying or harassment whether by GMD employees, contractors, suppliers, customers, or any other associated third-party.
- Train all GMD employees about their rights and responsibilities under this equality policy, including the individual and collective responsibility of staff to help GMD provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.
- Create an environment in which the contributions of all staff are recognised and valued.
- Make available professional training, development and progression opportunities to all staff.
- Promote equality in the workplace as good management practice and sound business sense.
- Review all our employment practices and procedures regularly to ensure fairness and equality.

This policy is reviewed annually at a minimum. The review period is usually January. The GMD Equal Opportunities Policy is also available at <https://globalminedesign.com>.

The person responsible for the GMD Equal Opportunities and Pay Policy is Philip Earl, Technical Director.

Note that this is a controlled document. Electronic copies posted on the external company webpage, the internal company intranet, and at GMD office reception are the only controlled copies. Any other copies are not controlled and should not be relied upon.

