

EQUAL OPPORTUNITIES POLICY STATEMENT

Inspectahire Instrument Company Ltd. is committed to providing equality of opportunity and to maintaining a working environment free from unlawful discrimination, harassment and victimisation.

We will not unlawfully discriminate because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We aim to ensure that employees are able to achieve their full potential and that employment decisions are based on fair, objective and relevant criteria. This policy supports our commitment to equality throughout recruitment, employment, training, development and progression.

Implementing equality of opportunity:

- a) Recruitment, selection and employment decisions will be based on fair, objective and relevant criteria. Recruitment and selection arrangements will be reviewed periodically to help ensure they support equality of opportunity and do not result in unlawful discrimination.
- b) We will consider reasonable adjustments for applicants and employees with disabilities to help ensure they are not placed at a substantial disadvantage. This may include adjustments to recruitment arrangements, working practices, training, equipment or the working environment where appropriate.
- c) Job descriptions, person specifications and selection criteria will be based on the skills, qualifications, experience and other requirements genuinely necessary for the role. Interviews and selection decisions will be conducted fairly and objectively, and personal circumstances will not influence employment decisions unless they are directly relevant to the requirements of the role.
- d) Employees will be provided with appropriate information, guidance and training, where necessary, to support the implementation of this policy and our commitment to equality of opportunity.
- e) We will consider requests for flexible working fairly and in accordance with applicable employment legislation and Company arrangements. Where practicable, consideration will be given to working arrangements that support employees with caring or other personal responsibilities, while taking account of the operational needs of the business.
- f) Where appropriate and permitted by law, we may take proportionate positive action to support equality of opportunity and address disadvantage or underrepresentation within the workplace.
- g) All employees have a responsibility to support this policy and to treat colleagues and others fairly and with dignity and respect. Discrimination, harassment or victimisation will not be tolerated and may result in disciplinary action.
Any employee who believes they have experienced or witnessed discrimination, harassment or victimisation is encouraged to raise the matter with their manager or through the Company's grievance procedure.

Authorised by:


Cailean Forrester (Sep 3, 2026 13:50:38 GMT+1)

Name: Cailean Forrester

Title: Managing Director

Date: 03/09/2026

(Review period is within 13 months)

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Final Audit Report

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