

## Equal Opportunities Policy Statement

Project9 Ltd is a privately owned, independent company providing quality, refurbishment, construction and maintenance services. Our services are provided to commercial and domestic clients.

Project9 Ltd is an equal opportunity/affirmative action employer. It has been and will continue to be committed to recruiting, hiring, promoting, and training the most qualified individuals for positions at all levels within Project9 Ltd.

Only through obtaining, utilizing and enhancing the abilities of superior candidates at all levels will Project9 Ltd be able to achieve its goals. We will, therefore, maintain our commitment to, and support of, equal employment opportunity for all individuals, without regard to race, religion, colour, national or ethnic origin, gender, age, sexual orientation, disability or veteran status. Our commitment to equal employment opportunity extends to The Equality Act 2010 and any other protected classes which may exist under applicable law.

Every Director, Manager and Supervisor of Project9 Ltd is responsible for ensuring that the spirit and intent of Project9 Ltd.'s goals and affirmative Action and Equal Employment Opportunity policies are achieved. Employees have the responsibility of treating co-workers and all other individuals with dignity and respect and to help Project9 Ltd in achieving these goals.

Project9Ltd will take affirmative action to ensure that all employment practices, such as advertising, recruitment, hiring, promotion, Company-sponsored training, educational assistance, transfer, layoff, termination, compensation, benefits, and social and recreational programs are free of discrimination or harassment with regard to the categories listed above.

Project9 Ltd is opposed to all forms of harassment or retaliation, including sexual, racial, ethnic or religious harassment, regardless of whether the harassment or retaliation occurs directly or indirectly. Verbal or physical conduct directed at a person's race, colour, religion, gender, national or ethnic origin, age, sexual orientation, disability or veteran status may constitute harassment and is prohibited. Anyone engaging in such conduct is subject to disciplinary action up to and including discharge.

At any time, if you believe that you have been harassed or have witnessed harassing conduct, you must report the harassment to your immediate Manager. A confidential investigation will be conducted and there will be no retaliation against victims or witnesses for notifying Project9Ltd about such conduct or for cooperating with Project9 Ltd.'s investigation thereof.

This statement reaffirms our dedication to the principles of equal employment opportunity and our expectation that all employees will lend their full support to furthering Project9 Ltd's success through implementation of those principles.

Signed

Dated: 20.02.2024

A handwritten signature in black ink, appearing to be "J. Paul", written over a faint circular stamp.

**Director- Project9 Ltd**

Unit 34 Laurance Industrial Estate | Southend On Sea | Essex | SS2 6RH