

## **Equal Opportunity Policy**

At PTC Industries, we are committed to fostering an inclusive and diverse workplace where all employees are treated with dignity, respect, and fairness. Our Equal Opportunity Policy reflects our steadfast dedication to providing equal opportunities to all individuals, regardless of their race, colour, religion, gender, age, national origin, disability, marital status, sexual orientation, or any other characteristic protected by applicable laws.

We firmly believe that diversity is a source of strength and innovation, and we recognize the unique perspectives and talents that each individual brings to our organization. Our commitment to equal opportunity extends to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and working conditions.

In line with this policy, we strive to:

- **Promote a culture of inclusivity:** We foster an inclusive workplace culture that embraces diversity and ensures all employees feel valued and respected for their contributions.
- **Provide fair and equitable treatment:** We ensure fair and equitable treatment for all employees, eliminating any form of discrimination, harassment, or bias in the workplace.
- **Recruit and hire based on merit:** Our recruitment and hiring processes are based solely on merit, skills, qualifications, and experience, without regard to any protected characteristics.
- **Offer equal opportunities for career development:** We provide equal access to training, development programs, and career

advancement opportunities to enable all employees to reach their full potential.

- Accommodate individual needs: We strive to accommodate the individual needs of employees with disabilities, ensuring they have equal access to our facilities, programs, and services.
- Prohibit retaliation: We prohibit any form of retaliation against employees who raise concerns or complaints about discrimination or harassment.
- Monitor and review progress: We regularly monitor and review our equal opportunity policies and practices to ensure their effectiveness and identify areas for improvement.
- This Equal Opportunity Policy applies to all employees, job applicants, contractors, and visitors, and we expect all members of our organization to uphold and promote these principles.

At PTC Industries, we are committed to building a diverse and inclusive workforce that reflects the richness of the global communities we serve. By valuing each individual's unique contributions and embracing diversity, we believe we can achieve our shared goals and drive innovation and excellence across our organization.