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| Pages | 1 | |

EQUAL OPPORTUNITIES POLICY STATEMENT

Leask Marine Ltd is committed to the idea of equal opportunities for all. Our policy is to make sure that no person involved or associated with Leask Marine Limited receives less favourable treatment on the grounds of:

- ☉ Religious belief or political opinion
- ☉ Race (including colour, nationality, ethnic or national origins)
- ☉ Disability
- ☉ Gender, including gender reassignment
- ☉ Marital or civil partnership status
- ☉ Having or not having dependants
- ☉ Sexual orientation
- ☉ Age

The Company is opposed to all forms of unlawful and unfair discrimination and believe in human rights for all those connected with this company. No action shall be taken against them by any person connected with the company which would devalue their contribution to the company, or lead to a loss of their own self-respect, or respect for them from others.

Responsibility for making sure that the Company fulfils its obligations under this Policy rests with the Commercial Manager. This policy applies to all individuals within the company who are responsible for compliance with this policy, and for the positive attitude it requires. All external persons connected with the Company Ltd are encouraged to hold the same responsibility and commitment.

We will make sure that all our staff and sub-contractors are aware of our Equal Opportunities Policy, and where applicable will make them aware of their responsibilities. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the grounds named above. Decisions about recruitment and selection, promotion, training, or any other benefit will be made objectively and without unlawful discrimination.

The working of the Equal Opportunities Policy will be monitored by the Managing Director, and it is important that all employees should feel able to raise concerns without fear and in the knowledge that their complaint will be taken seriously. All complaints will receive prompt attention and will be properly investigated, and we will seek to resolve them as quickly as possible.



Signed:

Name: Douglas Leask, Managing Director

Date: 1st January 2023

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