

Workplace Equality and Diversity Policy

COMMITMENT

This policy provides the framework by which TS Global Pty Ltd actively manages, encourages and promotes equality, diversity and inclusion. The company's goal is to create a culture that is diverse, equal, inclusive and that respects and celebrates our differences.

OBJECTIVES

This policy applies to all workers. The company appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors, origins, age, gender, race, religion, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors. TS Global value the differences between people and the contribution these differences make to the business and will actively manage equality, diversity and inclusion, seeking ways of acknowledging and embracing the differences that exist. This means that we will:

- Actively and flexibly seek to accommodate the unique needs of many different workers,
- Commit to ensuring that all workers are treated with respect, dignity and openness,
- Seek to ensure that our business practices, policies and procedures do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

The policy processes and initiatives regarding equality, diversity and inclusion are centered around four key principles of diversity and inclusion.

- Decisions regarding recruitment, selection, training and development and promotion are based on merit, performance and capabilities.
- TS Global embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment or victimisation.
- Equality, diversity, inclusion and equal employment opportunity initiatives are based on sound business objectives.
- Equality, diversity and inclusion are everyone's business – it is part of how the company works.

MONITORING

TS Global will maintain a suite of procedures as part of our QHSE management system, outlining how and when this policy is applied. This policy will be reviewed every two (2) years.



Graham Holford
General Manager
19/05/2025