

Equal Opportunities, Inclusion and Diversity Policy Statement

Drallim Industries Limited is committed to creating an equal, inclusive and diverse company. Top management will ensure that the company and the employees they are responsible for will not discriminate against any person, whether employee, customer or supplier on grounds of their age, sex, marital status, sexual orientation, ethnic origin, colour, nationality, disability, socio-economic background, religion or belief.

Drallim Industries Limited understands that equal opportunity is about good employment practices and efficient use of our most valuable asset, our employees.

Drallim Industries Limited is an equal opportunity company and to this end will ensure that it:

- Will promote and reflect equality and diversity within its workforce and working practices.
- Will communicate its equal opportunities policy to all its Managers and Employees.
- Will emphasise that all employees have a commitment to equal opportunities and a personal responsibility for the implementation of the companies' policy.
- Will ensure that all its employees feel able to raise such grievances and no Individual will be penalised for raising such a grievance unless it is untrue and made in bad faith.
- Will not tolerate any discrimination relating to issues of equality, inclusiveness or diversity in any aspect of the company.

The responsibility for ensuring that the requirements of this policy are implemented and maintained throughout the Organisation has been delegated for day-to-day control to the Finance Director.

David Mooney
Managing Director



Issue Date: 29th January 2021

Last Review Date: 29th January 2021