Discrimination can take many forms and can be on the grounds of age, race, sex, disability, part time status, fixed term status, notice of intention to take or taking adoption, maternity, paternity and/or parental leave, gender reassignment status, marital status, sexual orientation and religion or belief.

This non-contractual policy applies to all aspects of employment from advertising of posts, selection, engagement, employment, training, and promotion of people, which shall be on the basis of objective factors being their aptitude, performance, and ability. This policy applies to all Kori employees without regard to race, colour, nationality, ethnic origin, national origin, sex, disability, part time status, fixed term status, and personal orientations including marital status, religion, or belief. In addition, we have also extended this policy to include discrimination on the ground of age by taking into consideration Age Discrimination Regulations.

Kori observes the Codes of Practice published by the Commission for Racial Equality, the Equal Opportunities Commission, the Disability Rights Commission. Kori recognises that all forms of prohibited discrimination are types of unlawful act. Thus, they shall be brought to the notice of all employees as well as their prohibition by Kori employees by the issue of this policy in order to provide equality and fairness for all in our employment.

To this end, Kori has nominated a director with responsibility to ensure that:

- Kori Codes of Practice are applicable to employees to assist in the fair treatment of all employees, and performance of their work duties in a non-discriminatory way.
- Kori creates a working environment that promotes dignity and respect to all at work, and in which diversity, individual differences and the contributions of all employees are recognised and valued.
- Those involved with the recruitment and selection process are given training on the application of the policy relative to their responsibilities.

This policy is operating effectively (and for no other purpose) Kori shall monitor and review the application of the policy at every stage including:

- Recruitment and selection process
- Promotion and transfer
- Training
- Terms and conditions of employment
- Work life balance and sexual harassment policies
- Grievance and disciplinary procedures
- Resignations, redundancies, and dismissals.

Existing employment practices, procedures and policies are monitored, examined, and revised where appropriate.

- The numbers of ethnic minorities employed and numbers of people with disabilities are monitored.
- Recruitment literature, advertisements, and application forms state that Kori is an Equal Opportunities Employer.
- Serious breaches of this policy shall constitute gross misconduct and may result in summary dismissal.

- Employees who believe acts of inequitable treatment have been applied to them within the scope of the policy are able to pursue the matter through the Company's grievance procedure.

Kori believes that equality in the workplace is good management practice and makes sound business sense, and as such it is reflected in all sections of the staff handbook. Kori long-term aim is that the composition of the workforce should reflect the community in which we operate.

Name	Jordan Connachie	Signature	
Position	Managing Director	Date	31/05/2026