It is the policy of Kori to treat all employees, contractors, affected third parties and job applicants with fairness, inclusion, and respect regardless of their gender, sexual orientation, marital status, race, colour, nationality, ethnicity or national origin, religion, age, disability, or union membership status. We ensure that employees are recruited, developed, remunerated, and promoted because of their skills and suitability for the work performed.

Kori is committed to creating a fully inclusive environment and, as Partners of the Supply Chain Sustainability School and C.I.O.B. we will actively promote the requirements associated with Fairness, Inclusion and Respect (FIR) and we will be training our staff to monitor the requirements of our policy and support onsite teams and the wider industry.

Responsibilities

Our Corporate Social Responsibility (CSR) Team, consisting of staff representation across different management areas will regularly monitor and review this policy, relevant procedures, and selection criteria to ensure that individuals are selected, promoted, and otherwise treated according to their relevant individual abilities and merits.

The CSR Team is responsible and accountable for the implementation of this policy and ensuring the policy is, and continues to be, fully effective. Company processes shall be monitored and measured against KPIs to ensure EDI and FIR requirements and objectives are met.

All employees have a duty to act in accordance with this policy, and therefore to treat colleagues with dignity at all times, and not to discriminate or harass other members of staff, whether junior or senior to them. This policy applies equally to the treatment of our visitors, clients, customers, neighbours, and suppliers, by our employees.

In some situations, Kori may be at risk of being held responsible for the acts of individual members of staff and will not therefore tolerate any discriminatory practices or behaviour. Any act of discrimination by employees/contractors or any failure to comply with the terms of the policy will result in disciplinary action.

The CSR and Quality Teams shall review this policy annually or following significant changes, prior to review at the Quality meeting and approval by the Company Directors.

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