

## Policy Statement – Equality

Op-tec Systems has a positive commitment to the promotion of equal opportunities for all current and prospective members of the team.

It is the Company's responsibility to recruit and select the most suitable person for any vacancy and to provide every opportunity for all employees to progress.

No individual shall discriminate, either directly or indirectly, against other employees, job applicants, customers, suppliers, contractors, or others on the grounds of sex, marital status, sexual orientation, colour, race, religion, disability, age, trade union membership, and ethnic or national origins.

This policy applies to all areas of the Company's activities including:

- Job advertising
- Treatment during recruitment and selection
- Conditions of employment
- Training and promotion
- Treatment during disciplinary and redundancy situations



Richard Banyard  
Managing Director

Last review/update: 01 Mar 2023