

## Diversity & Equality policy

AMS No-Dig Ltd. are fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. This policy is intended to help the group offer both employees and potential employees a fair and consistent environment in which they can contribute their best efforts and talent.

AMS No-Dig Ltd. or its suppliers will not discriminate on the grounds of the nine protected characteristics, race and ethnicity, sex or gender, disability, sexual orientation, religion or beliefs, age, transgender or gender reassignment, marital status including civil partnership, pregnancy or maternity or any other irrelevant factor and will build a culture that values personal merit, openness, fairness and transparency.

Using fair, objective, and innovative employment practices, AMS No-Dig Ltd. will ensure that:

- all employees and potential employees are treated fairly and with respect at all stages of their employment.
- all employees have an equal chance to contribute and achieve their full potential.
- all employees have the right to be free from harassment, bullying, or any other form of unwanted behaviour.
- the use of child labour is prohibited throughout its supply chain.

AMS No-Dig Ltd. will support its supply chain and encourage its active commitment to our approach to equality and inclusion.

Everyone who works as part of the AMS No-Dig Ltd. team, either directly or indirectly, at any office or work site, is responsible for the promotion and advancement of this policy. Behaviour, actions, or words that transgress the policy will not be tolerated and will be dealt with in line with the Company's disciplinary process.

This approach applies to all processes relating to employment and training and any dealings with customers and clients.

This policy (and associated procedures) will be reviewed annually to ensure its suitability, adequacy, and effectiveness in managing and continually improving equal opportunity within the group.



George Aitkenhead  
Managing Director  
AMS No-Dig Ltd.

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