

## TITAN EQUAL OPPORTUNITIES & DIGNITY AT WORK POLICY

### 1. Policy Statement

The Company is an equal opportunity employer and is fully committed to a policy of treating all its employees and job applicants equally. Any employee found to be in breach of this policy will be subject to the Company's disciplinary procedure and a possible outcome may be summary dismissal.

### 2. Who is Covered by the Policy

This policy applies to all individuals working at all levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, homeworkers, casual workers and agency staff, volunteers, interns, agents, sponsors, or any other person associated with us, or any of our subsidiaries or their employees, wherever located.

### 3. Policy

The Company will take all reasonable steps to employ, train and promote employees on the basis of their experience, abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. In this policy, these are known as the "protected characteristics".

The Company will also take all reasonable steps to provide a work environment in which all employees are treated with respect and dignity and that is free from harassment and bullying based upon age, disability, gender reassignment, race (including colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. In this policy, these are known as the "anti-harassment protected characteristics". All employees are responsible for conducting themselves in accordance with this policy. The Company will not condone or tolerate any form of harassment, whether engaged in by employees or by outside third parties who do business with the Company, such as clients, customers, contractors and suppliers.

Employees have a duty to co-operate with the Company to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination, harassment or bullying. Action will be taken under the Company's disciplinary procedure against any employee who is found to have committed an act of improper or unlawful discrimination, harassment, bullying or intimidation. Serious breaches of this equal opportunities and dignity at work policy will be treated as gross misconduct and could render the employee liable to summary dismissal. Employees should also bear in mind that they can be held personally

liable for any act of unlawful discrimination. Employees who commit serious acts of harassment may also be guilty of a criminal offence.