

Equal Opportunity Policy

The Senior Management of Lancetech Limited (hence 'Lancetech') is dedicated to fostering equitable opportunities throughout the business. The objective of this policy is to guarantee that LANCETECH offers chances to all employees, job candidates, prospective applicants, contract workers, agency workers, those on work experience, and former employees, regardless of;

- a) Sex
- b) Status in a civil union or marriage
- c) Being self-sufficient or not having any dependents
- d) Religious conviction or political ideology
- e) Race (including colour, ethnicity, and ethnic or national origins)
- f) Disability
- g) Sexual orientation
- h) Age and
- i) trade union affiliation or non-affiliation
- j) Employment status as a fixed-term or part-time employee

Lancetech opposes all types of illegal and unjust discrimination. All job seekers, workers, and others associated with Lancetech shall receive equitable treatment devoid of prejudice. Decisions on recruiting, selection, promotion, training, and other employment-related benefits will be made impartially and without illegal discrimination.

Lancetech is dedicated to:

- a) promoting equitable opportunities for all stakeholders.
- b) Fostering a collaborative workplace where all individuals are shown respect
- c) Taking full use of every single chance to stop illegal forms of harassment, discrimination, victimisation, and indirect and direct forms of discrimination.
- d) Meeting all obligations imposed by equality legislation and associated norms of practice.
- e) Implementing legitimate proactive measures when necessary for any violations of this equal opportunities policy, categorising them as misconduct that may result in disciplinary action.

Samsul Islam
Managing Director
Lancetech Limited
December 2024