

Equal Opportunities and Discrimination Policy Statement

ØRN (Int) LTD recognises that discrimination is not only unacceptable, but also unlawful.

Our aim is to ensure that no job applicant, employee, agency worker, contactor or third-party provider is discriminated against, directly or indirectly, on any unlawful grounds.

By including this policy in the Employee Handbook and by having a specific Equality, Diversity and Inclusion Policy, all employees are made aware that the Company will act in accordance with all statutory requirements and consider any relevant codes of practice.

All job applicants will be considered solely on their ability to do the job. Interview questions will not be of a discriminatory nature or breach any statutory right.

All promotions will be made on merit in line with the principles of the policy.

Employees who have a disability will receive the necessary help, within the grounds of what is reasonable and practicable, to enable them to carry out their normal duties effectively.

This policy will be assessed at regular intervals to ensure that equality of opportunity is afforded to all employees.

Signature of accountable person within ØRN (Int) Ltd



Ivor Tunley – Managing Director

Dated: 05/12/2025