



EQUAL OPPORTUNITIES POLICY STATEMENT

HTL is committed in its pursuit to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all underrepresented groups, promotes an inclusive culture, and values diversity.

This policy covers all aspects of employment, from vacancy advertising, selection recruitment and training to conditions of service and reasons for termination of employment. To ensure that this policy is operating effectively (and for no other purpose) HTL maintains records of employees' and applicant's racial origins, gender and disability.

Ongoing monitoring and regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.

The Chairman is responsible for the effective operation of HTL Equal opportunities policy (EOP). A copy of the EOP is available from the Chairman and is published to all employees.

This EOP is understood, implemented and maintained at all levels within the company and is reviewed for continuing suitability.