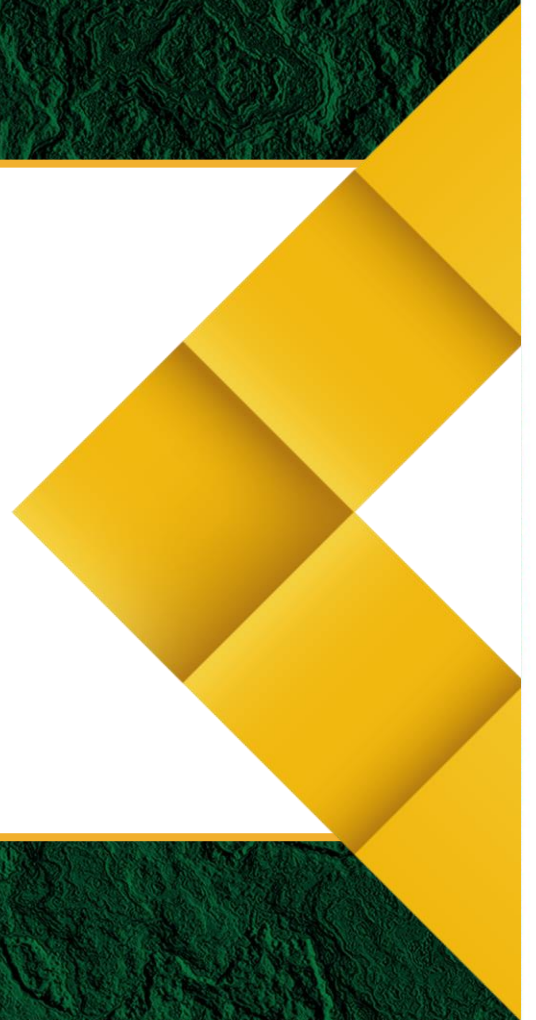




Equality and Diversity Policy

Version 1.0



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1.0	Aug 2023	First Issue of Policy	P Breslin	A Richards

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Igne Group Limited Companies

The Igne Group Limited Companies Comprise of **Igne UXO Limited, W.B. and A.D. Morgan Ltd, Raeburn Drilling and Geotechnical Ltd, Allied Exploration & Geotechnics Ltd, DTS Raeburn Ltd and Terra Tek Ltd.**

The Igne Group Limited Companies shall be referred to as **Igne** through the rest of this document.

EQUALITY AND DIVERSITY POLICY

Purpose

This policy sets out Igne Group Ltd's approach to equality and diversity. Igne is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from diverse backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

Igne aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees, and to pro-actively tackling and eliminating discrimination.

Igne will comply with the Equality Act 2010. This policy will be reviewed on an ongoing basis to assess its effectiveness and may be amended from time to time.

Equality and diversity at Igne

At Igne, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in employment, and to goods and services.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for Igne too.

We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

Scope

The rights and obligations set out in this policy apply equally to all employees, and to associated persons such as contractors, subcontractors and others employed under a contract of service.

You have personal responsibility for the application of this policy. As part of your employee induction, you are expected to read and familiarise yourself with this policy, ensure that this policy is properly observed and fully complied with.

This policy is also of particular relevance to directors, line managers and other employees concerned with recruitment, training and promotion procedures and employment decisions which affect others.

Commitment to Equality and Diversity

Every employee is entitled to a working environment that promotes dignity, equality and respect for all. Igne will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a

protected characteristic:

- sex
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnic origin, colour, nationality and national origin)
- disability
- sexual orientation
- religion and or belief
- age

Discrimination based on work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated.

All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities in Igne. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with your line manager or another colleague in a relevant position of seniority. You may decide in the alternative to raise the matter through Igne's Grievance Procedure, which is available in the employee handbook.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. Igne will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under Igne's Disciplinary Procedure.

A person found to have breached this policy may be subject to disciplinary action under Igne's Disciplinary Procedure.

Employees may also be personally liable for any acts of discrimination prohibited by this policy.

When does this policy apply?

This policy applies to all conduct in the workplace and also to conduct outside of the workplace that is related to your work (e.g. on sites, at meetings, social events and social interactions with colleagues) or which may impact on Igne's reputation (e.g. offensive or demeaning comments to members of the public, the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Igne).

We set out below some specific areas of application:

Recruitment

Selection for employment at Igne will be based on aptitude and ability. Where possible, Igne as part of its recruitment processes will promote the elimination of unlawful discrimination.

Training

You may also be required to participate in training and development activities from time to time, to encourage the promotion of the principles of this policy.

Promotion

All promotion decisions will be made based on merit and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

During employment

The benefits, terms and conditions of employment and facilities available to Igne employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

Rob Hunter – CEO



DATE: 9TH JULY 2024

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