

Equality, Diversity & Inclusion Policy

Issued by: Chief Human Resources Officer

Issue 2 / November 2022

"We treat each other, employees, contractors and workers, whether part-time, full-time or temporary, as we would expect to be treated ourselves, with honesty, transparency, and respect in a responsible manner."

The Group's goal is to promote equality, diversity and inclusion among all our workforce, and prevent unlawful discrimination. Bodycote is nothing without its people, and we believe that the diversity in geography, culture and person will create value for our businesses, employees, customers and our shareholders.

We aim to ensure that all employees and job applicants are given equal opportunity, and our organisation is representative of all sections of society; and for each employee to feel enabled to create value and respected for their distinctive skills, experiences and perspectives. Selection for employment, engagement, promotion, training or any other benefit is based on skills, behaviour, aptitude and ability to perform. As the management of people is a function and responsibility of line management, so is the creation of a culture that embraces inclusion and diversity.

This policy reinforces our commitment to providing equality and fairness to all in our employment. We are opposed to all forms of unlawful and unfair discrimination.

To support this, we are committed to:

- Ensuring that all businesses comply with legal and regulatory obligations, our Core Values and the Code of Conduct.
- Creating a working environment free of harassment, victimisation, bullying, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Providing equal opportunities for all, irrespective of gender, marital status, ethnicity, colour, nationality, national origin, disability, sexual orientation, gender reassignment, religion or belief, pregnancy and maternity or paternity, political opinion, trade union membership, age or other characteristics.
- Providing an environment through our behaviours and Core Values that accepts all employees' diversity and equality that empowers us to connect, belong, and thrive in our workplace.
- Encouraging anyone who feels they have been subject to discrimination to raise their concern via Human Resources or Line Management. If internal incident reporting has been ineffective or is not appropriate, the Open Door Line may be used.
- Taking complaints of harassment, victimisation, bullying, and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the group's work activities seriously. Such acts will be dealt with as misconduct under the group's applicable grievance and/or disciplinary procedures, and appropriate action will be taken.
- Reviewing our employment practices and procedure so that fairness is maintained at all times.
- Our recruitment activities are aligned to this Equality, Diversity and Inclusion Policy.

We comply with all applicable laws and regulations in the jurisdictions where we operate.

Where local legislation conflicts with our Equality, Diversity and Inclusion Policy, we will comply with the law but will seek, within our sphere of influence, to raise awareness and provide examples of good practice through our own business conduct and Core Values.

If you have any further questions, please contact the Chief Human Resources Officer at the Düsseldorf office on +49 211 73278 0.



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