



EQUAL OPPORTUNITIES POLICY

It is the policy of Weir & Carmichael Ltd to treat all employees and job applicants fairly and equally regardless of their sex, sexual orientation, marital status, race, colour, nationality, ethnic or national origin, religion, age, or disability. Furthermore, Weir & Carmichael Ltd will ensure that no requirement or condition will be imposed without justification that could disadvantage individuals on any of the above grounds.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment. Weir & Carmichael Ltd will regularly review its procedures and selection criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities and merits.

Weir & Carmichael Ltd is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to *be*, fully effective. The overall responsibility for policy lies with the Managing Director. However, all staff are expected to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity. Any act of discrimination by employees or any failure to comply with the terms of the policy will result in disciplinary action.

Weirbags is an equal opportunities employer.

Managing Director

January 2026