

## EQUAL OPPORTUNITIES AND DIGNITY AT WORK

Our values and vision are core to the policies which colleagues are expected to adhere to in relation to their employment. Particularly relevant policies and procedures include:


- The Equality, Diversity and Inclusion Policy sets out our commitment to create a work environment free of harassment and bullying, where everyone is treated with dignity and respect
- The Grievance Policy provides a route for all employees to raise concerns within the workplace in a constructive and supportive manner.
- The Ethics Alert Process and Investigation Protocol provide colleagues, agency workers and contractors with confidential access to raise any concerns that they may have about the interests of the organisation, of others, or any instances of malpractice within SYSTRA Limited.

## CONTINUOUS IMPROVEMENT

SYSTRA Limited is committed to continuous improvement in all its operations. As our approach to identifying and combatting modern slavery and human trafficking continues to improve, we will implement key performance indicators to enable us to monitor and measure our performance in this important area.

This policy is communicated to all colleagues and organisations working for SYSTRA Limited or on our behalf.

This policy is reviewed annually by the SYSTRA Limited Management Board and is available to interested parties upon request.



**Nick Salt**  
CEO

SYSTRA LIMITED - UK & IRELAND  
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