



EQUAL OPPORTUNITIES AND RACE EQUALITY POLICY STATEMENT

Thomas Plant Hire (Midlands) Limited is committed to promoting a fair opportunity for everyone in all aspects of its business. It will therefore be Company policy not to discriminate on the grounds of race, colour, nationality, ethnic origin, religion, disability, sex or marital status in all aspects of employment with the Company. The Race Relations (Amendment) Act 2000 gives the Company a statutory duty to promote race equality.

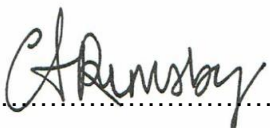
The aim of the duty is to:

- To eliminate unlawful racial discrimination
- To promote equality of opportunity and good relations between people of different racial groups

The policy will be active from the commencement of recruitment through training and development, promotion, allocation of Company benefits.

All practices such as redundancy, transferring employees from various locations to other areas, will be conducted on non-discriminatory grounds.

The policy exists to provide every individual with a fair chance, the criteria for selection and advancement being that of an individual's ability to successfully carry out their duties and responsibilities.

Signed  Date ...05th January 2024.....

CHARLOTTE RUMSBY
FOR & ON BEHALF OF THOMAS PLANT HIRE (MIDLANDS) LIMITED