

## EQUALITY AND DIVERSITY POLICY

FullFibre whole-heartedly supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, disability, age, religious belief, sexual orientation or marital status.

We believe that it is in the company's best interests and of all those who work in it, to attract, retain and develop a diverse pool of talent.

We therefore seek to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

We believe it is essential to the company's productivity and profitability to enable employees of all backgrounds to reach their full potential by encouraging a working environment that is inclusive to all.

To this end, and within the framework of the law, we are committed, wherever practicable, to achieving and maintaining a workforce, which broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated equally and fairly, that decisions on recruitment, selection, training, promotion and career management are based solely on objective, and job-related criteria.

FullFibre is committed to working in partnership with clients to develop and implement diversity related initiatives.

Signed: Oliver Helm CEO

14th October 2023.

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