

EQUAL OPPORTUNITIES POLICY STATEMENT

Eurotron Instruments UK Ltd is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind. We are fully committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Dell are purely based on business needs, job requirements and individual qualifications, without regards to:

- Race, colour, religion or belief
- National, social or ethnic origin, sex (including pregnancy)
- Age, physical, mental or sensory disability, HIV Status,
- Sexual orientation, gender identity and/or expression
- Marital, civil union or domestic partnership status, past or present military service
- Any other status protected by the laws or regulations in the locations where we operate.

Eurotron Instruments UK Ltd will not tolerate discrimination or harassment based on any of these characteristics. We also encourage applicants of all ages

To ensure the effective implementation of this policy, Eurotron Instruments UK Ltd have:

- Allocated responsibility to the board of Directors for its implementation.
- Made the policy known to all employees and displays the statement on notice boards
- Ensures that appropriate and regular training is given to all employees with regards to equality of opportunity
- Ensured that any employee who believes that they have suffered any form of intimidation, discrimination, bullying, harassment or victimisation is aware that they can raise the matter directly to the board of the directors or to their line manager

Monitoring/Review

Eurotron Instruments UK Ltd it is committed to review and update this policy in line with best practice and Relevant Legislation. This Policy does not replace or detract from the rights of employees to pursue complaints under the Relevant Legislation.

Legislation

Equality Act 2010 (as amended)

Massimiliano Moltrasio

Managing Director

Issued. March, 2016
Issue 2

Issue	Last Review	Changes	Next Review
02	21-05-2023	Added Change Log	21-05-2024
02	09-05-2024	No changes	09-05-2025
02	02-02-2025	No changes	02-05-2026