

## Equal Opportunities Statement

Tinder Corporation Limited is fully committed to ensuring equal opportunities, fairness of treatment, dignity, work-life balance and the elimination of all forms of discrimination in the workplace. The Company aims to create a working environment in which all individuals are able to make the best use of their skills, free from discrimination, harassment, and victimisation, and in which all decisions are based on merit. Therefore, the Company has adopted this policy as a means of helping to achieve these aims.

Tinder Corporation Limited will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation or caring status. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

Harassment related to any of the protected characteristics is prohibited.

Victimisation is prohibited. Less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint, will not be tolerated.

The principles of non-discrimination and equality of opportunity shall apply to the ways in which employees treat visitors, clients, customers, suppliers and former staff members. All employees have a duty to act in accordance with this policy and treat colleagues with dignity at all times and not to discriminate against, harass or victimise other members of staff, regardless of their status.

Tinder Corporation Limited is also committed to ensuring that no policy, procedure, provision, rule, requirement, condition or criterion will be imposed on any worker or job applicant without justification if it is likely to put that person at a disadvantage on any of the above grounds.

This equal opportunities policy applies to all stages of the recruitment and selection process. This policy applies to all processes relating to employment and training and to any dealings with customers and clients.

The policy is also applicable to all clients, communities, suppliers and contractors, whether permanent or temporary. Decisions relating to customers and communities will be based on business-related criteria only and any irrelevant information will not form part of the process.

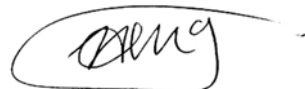
All employees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Company's disciplinary policy.

Any employee who believes that they have been the victim of discriminatory treatment, harassment or victimisation or who have witnessed discriminatory treatment, harassment or victimisation may choose to take informal or formal action in accordance with the Company's complaints procedure. Should any customer, client or contractor, be found to be in breach of this policy the Company reserves the right to suspend the performance of any or all of its works and/or terminate the contract of service.

This policy will be monitored and reviewed on an on-going basis to reflect changes in law, demographics and internal business requirements.



Paul Hayes  
Director, Tinder Corporation Limited  
15/04/2024



John Amey  
Director, Tinder Corporation Limited  
15/04/2024