

[Equal Opportunity Policy

Introduction

Balloo Hire Centres is committed to the elimination of unlawful or unfair discrimination on the grounds of gender, race, disability, ethnic origin, nationality, sexual orientation, marital status, responsibility for dependants, religion, trade union activity and age. It is the Company's intention that the workforce reflects the diversity of the local population and wider society.

To ensure this vision is translated into reality, the Company will take action to eliminate discrimination or harassment and to promote equality in employment. Therefore, it is the policy of Balloo Hire Centres to:

- Comply with current statutory requirements in this regard.
- Ensure that all employees are aware of the existence of the Equal Opportunities policy.
- Provide employees with the necessary encouragement, guidance and training to implement the policy.
- Ensure existing and potential employees are aware of their rights and responsibilities under the law.
- Ensure that mechanisms exist for the continuous monitoring of the effectiveness of this policy.
- Develop good practices in areas such as recruitment selection and progression, training and development, terms and conditions of employment and disciplinary, harassment and grievance procedures.
- Regularly review the policy and any procedures produced under it to ensure their continuing relevance and effectiveness.

This policy will be available internally to all Balloo Hire Centres employees and also made available to our customers, suppliers and other interested parties on the company website.

Dan McCaffrey
Divisional Director

Reviewed January 2024

All hires and sales are subject to our standard terms and conditions available at www.balloohire.com/terms

