**Discrimination policy statement**

OT Group Ltd is committed to providing a work environment that is free from discrimination and harassment. We believe in treating employees, customers and business partners with dignity and respect. Discrimination in any form, including but not limited to race, colour, religion, gender, sexual orientation, nationality, age, disability, marital status, or any other protected characteristic will not be tolerated.

Our policy prohibits discrimination in all aspects Of employment, including recruitment, hiring, training, promotion, compensation, benefits, transfers, redundancy, terminations and all other terms of employment. Additional discrimination or harassment towards customers, suppliers and business partners is also strictly prohibited.

We are committed to fostering a diverse and inclusive workplace where everyone feels valued, supported, and empowered to contribute their best. We encourage open communication, mutual respect, and collaboration among all members of our team.

Any employee who believes they have been subjected to discrimination or harassment, or has witnessed such behaviours, is encouraged to report it immediately to their supervisor, manager, HR department, or any other designated person. All complaints will be promptly and thoroughly investigated, and appropriate action will be taken in accordance with company policy and applicable laws.

Retaliation against any individual who report discrimination or harassment or who participates in an investigation is strictly prohibited and will result in disciplinary action, up to and including termination.

We are committed to regularly reviewing and updating our discrimination policy to ensure it remains effective and aligned with our values and legal obligations.

OT Group is dedicated to creating and maintaining a workplace where diversity is celebrated, and all individuals are treated with fairness, dignity, and respect.