

POLICY FOR NON DISCRIMINATION AND EQUAL OPPORTUNITIES

Objective

The purpose of this policy is to communicate to all employees, including supervisors, managers and executives, that BPPL Holdings PLC has a strict non-discrimination and equal employment opportunity for all employees in the organization. Employees found in violation of this policy will be disciplined, up to and including termination.

Definition

At BPPL Holdings PLC, we value all employees and job candidates as unique individuals, and we welcome the variety of experiences they bring to our company. As such, we have a strict non-discrimination policy. We believe everyone should be treated equally regardless of race, sex, gender identification, sexual orientation, national origin, native language, religion, age, disability, marital status, citizenship, genetic formation, pregnancy, or any other characteristic protected by law.

What employees should do, if they are discriminated.

If employees feel that they have been discriminated against, they should talk to their:

- Manager
- Head of Human Resources
- Grievance handing committee member

If this doesn't work, they can make a formal complaint using their employer's grievance procedure.