

## RECRUITMENT AND SELECTION POLICY

Our recruitment and selection procedures aim at providing equal opportunities in employment. Through training, we attempt to make sure that employees placed in charge of making recruitment and selection decisions for the company discrimination, avoid unlawful both of the conscious and the unconscious variety.

Our aim is to have gender parity in our workforce by 2030.

- We monitor and measure a range of diversity ratios on a quarterly basis, which are reviewed at Board level.
- We are taking action to close our gender pay gap.
- Our people engagement scores measure respect, fairness and equal opportunities. We expect an increase year on year.
- Merit-based access to recruitment, promotion and training is measured through objective performance criteria.
- We ensure that relevant training is undertaken on a regular basis.

Our policy is to hire, promote, and advance employees solely on the basis of merit. All decisions related to hiring, recruitment, promotion or advancement are made on this basis.

From time to time, all job descriptions, if utilized, shall be reviewed and revised to make sure that they comply with our policy of equal opportunity.

When we place advertisements for job vacancies, they shall embody a nondiscriminatory approach.

We are committed to providing fair treatment to each and every job applicant, and considering them only on the basis of their ability to carry out the essential functions of the job. All job interview questions must be of a nondiscriminatory nature, and only concern job requirements.

For and on behalf of Veritech Systems Ltd

P R Oldridge (MD)

