

ROBO CODE

The Company is committed to a policy and practice under which they recognize their obligations under the Equality Act 2010 not to discriminate unlawfully against people with disabilities at any stage of employment, and undertake:

- a. to seek to employ people with disabilities in jobs suited to their aptitudes, abilities, and qualifications, making any reasonable adjustments necessary to do so;
- b. to seek to ensure that employees with disabilities are considered for promotion according to their aptitudes, abilities, and qualifications, making any reasonable adjustments necessary to do so;
- c. to ensure that assessments are carried out of the scope of reasonable adjustments which may be made to the workplace and its environment, so as to make it possible to retain an employee with a disability or to recruit a person with a disability;
- d. to make any reasonable alterations to Company premises required to ensure that they are accessible and safe for people with disabilities;
- e. to make reasonable changes to the workplace and to employment arrangements so that a person with a disability is not at any substantial disadvantage compared to a non-disabled person.

The following notes explain the policy. In these notes the term “appropriate authority” means the relevant officers in the Human Resources Division of the Company Offices.