

## ANTI-DISCRIMINATION POLICY

### OBJECTIVE

IKAD Engineering is committed to providing equal employment opportunity in all aspects of employment and shall not discriminate against any person on the basis of age, gender, religion, physical appearance, ethnicity or disability, nor tolerate discrimination in the workplace.

IKAD Engineering is committed to making all personnel decisions on the basis of merit and suitability for the role, without bias or prejudice.

### STRATEGY

IKAD Engineering shall recruit and/or promote staff based on genuine merit and suitability for the job without bias or prejudice. Employees of the Company shall be considered for promotion on the basis of their performance, actual skills, experience and ability.

### IMPLEMENTATION

IKAD Engineering supports and practices affirmative action to provide equal employment opportunity for all employees regardless of gender, race, age, religion, physical appearance and other perceived biases.

Senior Management of IKAD Engineering shall ensure that all necessary resources and support shall be available to ensure the successful application of this policy. This policy applies to all IKAD Engineering employees, contractors and other personnel involved in activities pertaining to IKAD Engineering operational activities.

A handwritten signature in blue ink, appearing to read 'Ivan Donjerkovich'.

Ivan Donjerkovich  
**Managing Director**

30<sup>th</sup> August 2024

