



Diversity, Equity and Inclusion Policy

Purpose:

MOROIL is committed to encouraging equality, diversity, and inclusion at its workplace and preventing unlawful discrimination. The aim is for MOROIL's workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

Scope:

The policy is applicable, but not limited, to practices and policies on selection and recruitment, pay and benefits, professional development and training, promotions, terminations, social activities, and the ongoing development of a work environment built on the premise of gender and diversity equity.

Our commitments:

The organisation commits to:

- Encouraging equity, fairness, diversity and inclusion in the workplace;
- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued;
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors and the public at large in the course of the organisation's work activities;
- Keeping confidential the source of reported complaints made in good faith;
- Offering opportunities for training, development and progress to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation;
- Making decisions concerning staff based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equal Opportunities Act 2008);
- Reviewing employment practices and procedures when necessary to ensure fairness, and updating them to take into account changes in the law;
- Ensuring that personal data such as age, gender, ethnic background, sexual orientation, religion or belief, and disability are securely stored in line with the data protection legislation; and
- Analysing the make-up of the workforce in order to ensure equality, diversity and inclusion at the workplace.

Compliance

In order to ensure the **Diversity, Equity and Inclusion Policy** is adhered to by all its employees, the company has:

- Published and circulated to all its employees a Code of Ethics in English, French and Creole, to provide a set of values and expected behavior;
- Implemented a Social Accountability Policy (SA 8000) that caters for discrimination, disciplinary practices and complaints management together with a methodology for grievance and complaints reporting;
- Worked with the Trade Union on a Procedural Agreement where disciplinary steps are outlined for employees to follow in case of any issue they may encounter in the course of their employment; and
- Committed to respecting the provision of the legislation regarding disciplinary practices and employment policies (Employment Relations Act (ERA) – 4th Schedule – Code of practice Part IV and X).



The policy may be amended from time to time to reflect changing circumstances.

Date: 14/05/24

A handwritten signature in blue ink, appearing to read "Jerome Clarenc".

Jerome Clarenc
Managing Director