



DIVERSITY & INCLUSION POLICY

Revised and updated March 2024

SigmaRoc is an AIM-quoted lime and limestone group targeting quarried materials assets in the UK and Northern Europe.

SigmaRoc plc wishes to ensure that everyone is treated equally, with dignity and respect. To that end, we are committed to promoting equality and preventing discrimination at work. We understand that an inclusive environment is crucial in enabling our colleagues and partners to develop their full potential and to contribute their best work. In order to promote these values consistently, SigmaRoc plc has implemented the following **Diversity & Inclusion Policy**:

Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

The law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as 'protected characteristics'.

The Equality Act 2010 became law in October 2010. It ensures consistency in what employers and employees need to do to make their workplaces a fair environment and comply with the law.

What is diversity and inclusion?

Diversity is understanding and accepting each individual's uniqueness and recognising our differences. The law prohibits direct and indirect discriminatory practices in recruitment. Diversity includes this but goes beyond that. It is not a formalistic exercise to be checked but is a manner of treating our colleagues with respect in all interactions. Particular care should be paid to inclusion on the basis of the following protected characteristics:

- Gender
- Gender reassignment
- Sexual orientation
- Pregnancy or maternity
- Race or ethnicity
- Religion or religious belief
- Marital and civil partnership status
- Age
- Physical and mental ability

In addition, SigmaRoc plc strives to recognise inclusion on these bases as well:

- Culture
- Educational background
- Caring responsibilities
- Political opinion
- Physical appearance
- Nationality

SigmaRoc plc aims to create a culture where all our colleagues feel valued and respected, and where each person's talents, beliefs, abilities and background can be celebrated.

Expectations

Diversity and inclusion efforts create obligations on all of us to behave respectfully to each other. The following should be done on a day-to-day basis to ensure an inclusive working environment:

- Respect everyone and embrace each other's opinions, experiences and diversity;
- Challenge or report inappropriate behaviour;
- Listen to and understand others' points of view and help them understand yours;
- If you challenge others, do so in a respectful and constructive way;
- Develop diverse teams by recognising talent;
- Be aware of different cultures and customs, and respect the benefits that diversity can bring;
- Deal with customers, colleagues and suppliers in an ethical and lawful manner, and with respect at all times;
- Take responsibility for your own actions.

Our commitment

We are committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against customers.

This policy is intended to assist us in putting this commitment into practice. Compliance with this policy should ensure that employees do not commit unlawful acts of discrimination.

We will regularly review and update our employment approach and practices to maintain our focus on diversity and inclusion and we will ensure the principles of this policy are reflected in our employment practices and standard terms and conditions of employment.

Your responsibilities

- Every colleague is required to assist the organisation to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.
- Colleagues can be held personally liable as well as, or instead of, the organisation for any act of unlawful discrimination. Colleagues who commit serious acts of harassment may be guilty of a criminal offence.
- Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the company's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

Any concerns raised will be taken seriously and handled in line with existing Group policies and practices.

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