

ACCESS, EQUITY & DIVERSITY

Ballistic Training Solutions provides workforce planning, training and consultancy services to Industry Clients including the Aviation, Education, Construction, Environmental, Agricultural Engineering Infrastructure and Resource Sectors.

Ballistic Training Solutions is committed to providing an enjoyable, satisfying, and sought-after work environment in which our human resource policies and practices promote equal employment opportunities which do not discriminate based on age, race, religion, sex, or disability. To achieve this; Ballistic Training Solutions will:

- Ensure that no third parties, be they potential employees, customers, subcontractors, suppliers, or members of the public are discriminated against on the grounds of race, ethnicity, religion, sex, disability, personal identity or age and that all third parties are afforded respect and dignity.
- Regularly review all relevant Company policies to ensure that individuals are selected, promoted, trained, and treated based on their relevant merits and abilities.
- Ensure that the attention of all those responsible for recruitment, selection, training, grievance, disciplinary or dismissal procedures are inducted into the access & equity principals underpinning this policy.
- Communicate with and educate all management, staff, and contractors in respect of their own responsibilities and the organisations commitment towards the promotion of equal opportunity and equality for all staff.
- Remove barriers to the achievement of genuine equal opportunities wherever they are found.

As managers and staff, we must recognize and respect the diversity of backgrounds, beliefs and experiences that exist within our workforce and community. By ensuring that our workplace policies and practices value the principles of equal opportunity, Ballistic Training Solutions will continue to remain 'a great place to work.'

Authorised by:

A handwritten signature in black ink, appearing to read "Peter Tremain", written over a white background.

**Peter Tremain
Chief Executive Officer**