

POLICY

Equal Opportunity & Diversity

At IOR, our people are our greatest strength.

We respect the principal of equal opportunity and the diversity of our employees, customers, suppliers and stakeholders.

Equal opportunity and diversity are embedded principles at IOR. All team members recognise that all people working in or visiting IOR sites have the right to be treated with respect and fairness. Our team are encouraged to find ways to support and encourage a diverse workforce and provide equal opportunity for all.

Under the Equal Opportunity & Diversity Policy, IOR aims to:

- Make decisions about recruitment selection and team member development that are free from bias.
- Embrace the backgrounds of our team members as a business strength.
- Respect everyone's human rights.

Through the Equal Opportunity & Diversity Policy, IOR and all team members are able to achieve their full potential.



Through equal opportunity and diversity, we can learn from different perspectives and innovate to achieve the best solution for our customers."

Stewart Morland
IOR Managing Director