



Empower Technical Services Diversity, Equity, Inclusion and Belonging

At Empower Technical Services, and across our subsidiaries and related entities, we recognise that equality, diversity, inclusion and belonging are fundamental to building a strong, innovative and responsible organisation. We believe that diverse perspectives enrich decision-making, strengthen problem-solving and enable us to better understand and serve our customers and the communities in which we operate.

Our commitment goes beyond representation. We aim to create an environment in which every individual feels respected, valued and empowered to contribute fully. This requires a deliberate and sustained effort to address inequalities, eliminate bias and ensure fair access to opportunities for all.

We are committed to fostering a workplace that:

- Reflects diversity in its broadest sense, including gender, identity, background and experience
- Provides equitable access to recruitment, development, progression and leadership
- Supports fair and equitable approaches to pay and reward
- Encourages open dialogue and cultivates a culture of belonging

We understand that inclusion is an ongoing process. As such, we regularly collect and review relevant data, listen to employee feedback and evaluate our practices to identify areas for improvement.

Our responsibility extends beyond our internal workforce to our customers, suppliers, partners and communities. We strive to promote inclusive practices across our business relationships and contribute positively to the environment in which we operate.

This statement reflects and reinforces our wider commitment to maintaining a fair, respectful and inclusive workplace, where people are treated with dignity and have equitable access to opportunities to contribute, develop and progress. It is supported by our employee handbook and relevant employment, equality, diversity and inclusion policies and practices, which together provide the framework through which these commitments are applied across Empower Technical Services & all subsidiaries and related entities.



Formalised and approved by the Board of Directors on 10/22/2026

Director

Signed by:

Nick Manning

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