

## Race Discrimination Policy

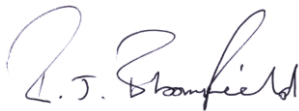
Flowquip Ltd. is committed to protecting the rights of contractors, staff and the public to achieve their full potential in an environment which values cultural diversity and is free from racial discrimination or harassment. Such an environment is one in which positive actions are taken to:

- Discourage racial discrimination and harassment in its structures and its learning and working environment; and,
- Affirm and value cultural diversity.

Flowquip Ltd. is aware of the importance of balancing the need for the eradication of racial discrimination with the need to maintain freedom of expression. The company wishes to encourage a rich and diverse cultural and political life, which includes a diverse range of responsible experiences, for members of our local community.

Complaints about racism can be made to anyone the complainant trusts and considers likely to be able to take effective action. Consequently, the Managing Director will deal with complaints of racial discrimination.

Signed by Managing Director

A handwritten signature in blue ink, appearing to read "R. J. Stanfield".

1<sup>st</sup> July 2026

Date of next review:

July 2027