

Equality, Opportunity & Discrimination

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Commitment to Equality, Opportunity & Discrimination

At PolarSeal, we believe on “ONE TEAM “approach and we strive to transform through this process every day for our customers, employees, and the public. The ONE TEAM approach defines a high-performance team behaviour and focuses on delivering extraordinary results together.

It is inevitable a rich diverse workforce brings transformation with new thriving innovative ideas and reflect on communities in which we operate- facilitates us to better understand and cater to the need of PolarSeal customers, suppliers, employees, and partners.

A diverse workplace enforces a sense of Belonging - Equality & Inclusions are the key to unlocking the true power of diversity. Through equity & inclusions we ensure everyone has access to the same choices, opportunities, access, partnerships, communications, policies & attitude. Through the sense of Belonging - it enables the elements of comfort, connection and contribution to our customers, suppliers, employees, and partners.

We want to be the best organization to work for and to collaborate - prioritizing belonging to promote inclusion, health & wellbeing and looking after everyone.

Recruitment, Selection & Career Development

- PolarSeal undertakes appropriate trainings, to ensure managers & employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making decisions.
- We do not confine our recruitment to areas or social media sources that provide only, or mainly, applicants of a particular group. We adopt a consistent, non-discriminatory approach to the advertising of vacancies where all employees involved in recruitment process will periodically review and offer training on unconscious bias to increase awareness and inclusion during selection criteria to ensure that they are related to the job requirement and not to discriminate unlawfully.
- Promotion and Career development will be made on accomplishment and take account of individual capabilities, not perceptions of the capabilities of types of people or groups.
- All our short listings and interviewing are carried out by more than one person to get to reduce any conscious or unconscious discrimination. Interview questions will be related to the requirements of the job.

We work everyday to remove visible and invisible barriers to promote a culture of belonging, inclusiveness, awareness and understanding- like our PolarSeal Values:

- We put **P**eople first
- We **O**perate with a sense of urgency
- We are a **L**earning organisation
- We bring the right **A**ttitude to work
- We are **R**enowned for finding solutions

The General Manager and the employees involved on the policy have an overall responsibility to ensure all the goals stated are implemented throughout both of our manufacturing sites. We ensure that the policy is distributed to agencies responsible for recruitment to Polarseal and a copy of the policy will be made available for all employees and made known to all applicants for employment.

Discrimination is unacceptable and breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.



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