

International Associates Limited is an Equal Opportunities Employer. This policy aims to ensure that auditors and staff do not receive less favourable treatment on the grounds of sex, religion, marital status, disability, age, race, colour, nationality, ethnic or national origin or other protected characteristics and are not disadvantaged by conditions or requirements which cannot be shown to be justifiable.

This policy continues not only in the recruitment process but throughout our staff and auditors' period of employment with **International Associates Limited**, ensuring all employees are offered equal opportunities for recruitment, training and promotion. This is realised via adopting the following approaches:

- All management or staff involved in any operations, particularly recruitment and promotion, shall never practice discrimination, and it shall not be tolerated at any level.
- Audit teams comprising Lead Auditors and Auditors are to ensure that there is no bias based on gender, race and cultural differences while delegating their responsibilities and audit tasks.
- The Directors of **International Associates Limited** have pledged to investigate all reports cases of demographic bias reported by Auditors during their line of duty.
- We will carefully plan our approach to recruitment and staff promotions, using structured systems which match written criteria to a candidate's merits and personal qualities.
- Consideration is given to making any reasonable adjustments to the workplace, if necessary, in order to accommodate staff and auditors' needs.
- All staff and Auditors have a legal and moral obligation not to conduct themselves in a discriminatory and prejudicial manner and to report such instances. Staff will be subjected to disciplinary or legal proceedings in the event they are found to have behaved in contradiction to this.
- We ensure that the safety, health and welfare of our staff and auditors are adequately met and endeavours taken proactively and reactively in averting physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation.
- **International Associates Limited** is committed to complying with the laws of the countries where it does business, including those relating to wages and benefits, working hours and legal requirements for employment contracts, in compliance with our Code of Ethics and Social Accountability Policies.

- The Directors of **International Associates Limited** recognise the equal rights of all employees and will facilitate free and conducive bargaining for all employees in a just and similar manner without discrimination and the risk of being procrastinated and ridiculed.



Martin Coles

Operations Director of International Associates Limited

Date: 22 Sep 2023