DIVERSITY AND INCLUSION POLICY

Diversity and Inclusion at FORSA means we value and respect qualities which are unique to individuals such as gender, age, language, cultural heritage, ethnicity, race, religion, physical ability, sexual orientation, or other factors. FORSA believes in treating all people with dignity and respect and is committed to employing people with "best in market" skills that are the best person to perform the duties for that position.
Our workplaces are respectful, inclusive and value the diversity of our employees and the communities we operate within. We want to be recognised as having an approach to diversity and inclusion that is genuine and embedded within our culture; which includes the way in which management and employees interact with each other, clients, candidates and suppliers.

It is the responsibility of our Employees to:

- Comply with all FORSA policies and procedures.
- Demonstrate appropriate and acceptable standards of conduct at all times. This also extends to any FORSA sponsored events outside the normal working environment.
- Respect cultural, physical and social differences amongst colleagues and customers.
- Treat people fairly and respectfully

It is the responsibility of Managers to:

- Develop and encourage a positive environment, where all employees are treated with respect and dignity.
- Create an environment where there is tolerance of difference. FORSA will ensure all employees are treated fairly with respect and dignity.
- Enable all employees to contribute and access opportunities based on merit.
- Ensure inappropriate behaviour and attitude are addressed and confronted in compliance with FORSA Company policies.
- Employees who believe they are being treated unfairly in terms of diversity or equal opportunity, should contact their Line Manager or Human Resources representative.

Signature:
Sean Breen
CEO
12/02/2026

Signature:
Mairead Breen
Executive General Manager
12/02/2026