



EQUALITY POLICY STATEMENT

It is the policy of Syanna Ltd to operate actively within the framework and guidelines of the Government's equal opportunities legislation, the Equality Act 2010, and to employ the most suitable candidate for each position giving regard to the requirements of that function.

Each appointment that becomes available shall be assessed and the candidate who most closely matches the assessment shall be offered the position irrespective of race, religion, creed, colour, sex, sexual orientation or any physical disability.

Consideration shall be given to advertising vacancies as widely as possible such that all sections of the community are encouraged to apply.

The overriding concern shall be the recruitment of the best possible staff.

In addition, all employees and sub-contractors representing the company shall treat all clients, clients' staff, and third parties, with due respect and courtesy regardless of their gender, race, faith or physical disability.

All employees are given details of this policy on joining Syanna and during their Introduction and Safety Induction. All employees are required to sign a document stating that they have attended an induction talk and any subsequent toolbox talks on this topic.

A copy of this statement is posted on the main Notice Board.

K Huseyin
Director
December 2025

Review Date: December 2026