

Anti-Discrimination Policy

Verbrec is committed to promoting equal opportunity in recognition of the principles of equity and social justice. Verbrec will conform to the spirit and intent of equal opportunity and anti-discrimination legislation.

Verbrec recognises the rights of individuals and groups to be free from discrimination and harassment on the grounds of:

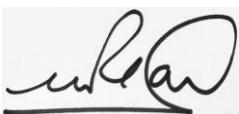
- Sex, marital status, pregnancy, family responsibilities
- Sexuality,
- Race,
- Disability,
- Political or religious belief, and
- Age.

Verbrec accepts its responsibility in relation to these rights for people while they are engaged in activities undertaken as part of their employment with the Company.

Verbrec will take all reasonable steps to identify and eliminate unlawful, direct, indirect and systemic discrimination from its structures and practices in order to promote equal opportunity.

All Verbrec employees and sub-contractors are responsible for ensuring that equal opportunity principles are respected.

Directors and managers are accountable for ensuring the workplace is free from discrimination and for ensuring affirmative action principles are adhered to in order to promote equal employment opportunity.



Mark Read

Chief Executive Officer

28 April 2023

Date