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## Equality and Equal Opportunity Policy

Mango Logistics Group is committed to the principle of fair treatment for all – including our staff, contractors, customers and suppliers. We aim to encourage, value and manage diversity and will ensure a working environment in which all people are able to give of their best.

Our business includes arranging logistics for companies and individuals worldwide and brings us into contact with many diverse people, so this outward-looking approach is even more critical to our operations and is also required of all contractors working on our behalf.

In all our work, we will not tolerate discrimination on the grounds of race, gender, religion or belief, disability, age or sexual orientation or any other inappropriate criteria. We will promote a participatory working style that is free from harassment, victimisation, and bullying.

We are aware of, and will comply with all relevant legislation affecting Human Rights and Equal Opportunities in employment and will ensure that all decisions concerning recruitment, selection, training, promotion and access to information and services will be based on merit alone.

Any complaints arising under this policy will be investigated thoroughly and where allegations are found to be justified, disciplinary measures will be implemented. Serious breaches may result in dismissal (for employed staff) or termination of contract (for contractors).

Daniel Levan-Harris, the MD of Mango Logistics has ultimate responsibility for ensuring that this policy is implemented in practice and that staff and contractors are aware of their obligations. Day to day responsibility for training however, rests with the Office Manager. Copies of the policy are given to all staff as part of the Staff Handbook and copies are available on request to customers.