

Arch & Godfrey (Cayman) Ltd.

Equal Opportunities Policy

Last Updated August 2025

Arch & Godfrey is committed to providing equal opportunities to all persons and opposes all forms of unlawful or unfair discrimination because of colour, race, religion, belief (including political belief), nationality, ethnicity, sex, pregnancy/maternity, age, sexual orientation, gender reassignment, marital status or disability, part-time or fixed term status or parental responsibilities.

Arch & Godfrey aim is to recruit, train and promote the best person for the job and to make full use of the talents and resources of all our employees and to create a working environment free from unlawful discrimination, victimization, harassment and bullying in which all employees are treated fairly and with dignity and respect.

All employees shall be made aware of the requirements of this policy and are obligated to cooperate so that the policy may be effectively carried out. Training in equal opportunities awareness will be conducted for all employees, and will be provided to all Supervisors, Managers and those involved in Arch & Godfrey's recruitment, training and promotion processes, and/or conducting Arch & Godfrey's grievance and disciplinary procedures.

Any form of discrimination may be unlawful. Actions or omissions which amount to either a breach of this policy or to unlawful discrimination will be treated as a disciplinary issue and may result in disciplinary action under Arch & Godfrey's Disciplinary Policy. Individuals may be personally liable for acts of discrimination committed by themselves against others.

This policy applies to recruitment, terms and conditions of employment, remuneration, training, career development, promotion, grievance and disciplinary procedures and all other aspects of employment and of the working environment.

You are required to comply with this policy when dealing with other employees, including hourly and salaried employees, agency staff and consultants, job applicants, clients, suppliers and contacts of Arch & Godfrey, and anyone else with whom you come into contact during the course of your employment.