



ROSEBANK DIVERSITY, EQUITY AND INCLUSION POLICY

Purpose

This Policy sets out Rosebank Industries plc's ("**Rosebank**") position on diversity, equity and inclusion in its workforce, and is applicable to all Rosebank employees including Rosebank senior management. Rosebank is an equal opportunities employer and is committed to non-discrimination on the basis of personal characteristics. The Nomination Committee will review this Policy on an annual basis to monitor its effectiveness, and has responsibility for implementing the Policy.

Principles

- Rosebank is a meritocracy and individual performance is the key determinant in any appointment, promotion, remuneration award, or dismissal, irrespective of any personal characteristic, trait, or orientation. Rosebank prohibits discrimination in all employment decisions including hiring, promotion, training, working hours or redundancy;
- Rosebank has, however, long understood the importance of diversity and inclusivity in its workforce to its long-term success;
- Rosebank understands equity as fair access to opportunities and fair treatment, through purposeful actions to remove systemic, group, and individual barriers; and
- Rosebank aims to create a workforce which is diverse, equitable, and inclusive, free from bullying, harassment (both non-sexual and sexual), victimisation and unlawful discrimination.

Diversity, equity and inclusion in the workforce

The Nomination Committee recognises the importance of diversity, equity and inclusion is committed to providing an equitable, and respectful working environment for all. We value diversity of experience, background, and perspective, and prohibit discrimination on any basis, including gender, race, ethnicity, country of origin, nationality, colour, social and cultural background, religion, family responsibilities (including pregnancy), sexual orientation, age, political opinion, sensitive medical condition, disability, or trade union membership or activity.

Rosebank recognises the diversity targets set out in the Financial Conduct Authority's UK Listing Rules and the recommendations of the FTSE Women Leaders Review on gender diversity, including ensuring at least 40% female representation in aggregate across its senior management and their direct reports. Rosebank also acknowledges the targets set out in the Parker Review, which call for FTSE listed companies to set measurable goals for the representation of ethnic minorities in senior management by December 2027. Whilst Rosebank currently does not meet these objectives, they are kept under proactive review, including the context of succession planning.

Rosebank will not tolerate any form of unlawful discrimination, bullying, harassment or victimisation in the workplace, and will fully investigate reports of such behaviour. Employees who are found to have participated in such behaviour may be subject to disciplinary action or dismissal.



Raising Concerns and Reporting Discrimination

Employees who believe they have experienced discrimination or unfair treatment are encouraged to raise their concern through Rosebank's grievance and whistleblowing procedures, as outlined in the Rosebank Whistleblowing policy.