

Equality, Diversity & Inclusion Pledge

Metallogic Solutions Ltd.

Our commitment

Metallogic Solutions Ltd. is committed to conducting its business in a manner that is fair, inclusive and free from discrimination. We believe that diversity of background, experience and perspective strengthens the quality of technical thinking and engineering decision-making – and that all parties we engage with (whether clients, collaborators or suppliers) deserves to be treated with dignity and respect.

Scope

This commitment applies to all aspects of Metallogic Solutions Ltd.'s business activities; including client engagement, supplier selection, sub-contractor relationships and any collaborative or partnership arrangements.

Our equality pledge

We will:

- Treat all clients, collaborators and suppliers fairly and without discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity or paternity, race, religion or belief, sex or sexual orientation – which constitute the protected characteristics defined under the Equality Act 2010.
- Ensure that the quality and integrity of our technical work is never influenced by the identity or characteristics of those involved in a matter.
- Select suppliers and collaborators on the basis of capability, quality and value – not on the basis of personal characteristics unrelated to their ability to fulfil the work.
- Remain open to working with clients and partners from all sectors, geographies and backgrounds.

- Challenge discriminatory behaviour or language if encountered in a professional context, and disengage from any relationship where such behaviour is persistent or systemic.
- Support the broader goal of increasing diversity and inclusion within the engineering and metallurgical professions.

Diversity in engineering

Metallogic Solutions Ltd. recognises that metallurgy and materials engineering, as in many technical disciplines, has historically lacked diversity. We support efforts to make the profession more accessible and representative, and we welcome engagement with initiatives, institutions and individuals working towards that goal.

Responsibility

As Director of Metallogic Solutions Ltd., I take personal responsibility upholding this commitment across all aspects of our business.

It will be reviewed annually and updated as the business evolves.

Signature

I, James Lennard CEng MIMMM, as the Director and accountable person at Metallogic Solutions Ltd., undersign this statement:



James Lennard

Director, Metallogic Solutions Ltd.

Date: 17 April 2026

Next review: 16 April 2027