

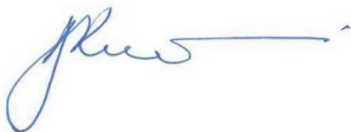
EEO, Anti-discrimination, Harassment and Bullying Policy

Redbank is committed to providing equal employment opportunities (EEO) to all persons by providing a workplace free from discrimination, harassment and bullying and upholding relevant laws. The Company will not tolerate any form of discrimination, harassment or bullying in the workplace, where employees are performing duties on behalf of the Company or where there is a reasonable connection to the workplace. We value cultural diversity and the many differences in backgrounds, cultures and demographic characteristics that make us unique. It is integral to the business to foster a fair and equitable working environment where all personnel are treated with dignity and respect.

Redbank will achieve this through:

- maintaining a workplace where all persons are able to undertake their duties free from discrimination, harassment and bullying;
- ensuring recruitment, promotion and remuneration decisions are based on individual merit and the requirements of the job;
- providing relevant EEO and anti-discrimination training and awareness programs for all employees as required;
- creating flexible work practices to meet the needs of our employees at different stages of their life;
- providing employees equal access to relevant training and development opportunities;
- maintaining a high level of professional conduct and treating colleagues with dignity, courtesy and respect;
- educating employees how to use appropriate grievance mechanisms if they feel they are the subject of discrimination, bullying or harassment;
- resolving any complaints in a timely manner and keeping the concerned parties informed throughout the process; and
- enforcing disciplinary action where appropriate for breaches of Company standards and processes.

Supporting EEO, anti-discrimination, harassment and bullying, is the responsibility of everyone engaged in activities by Redbank. This policy applies to all employees, directors, officers, consultants and contractors of Redbank and its subsidiaries. The Managing Director of Redbank is accountable to the Board for ensuring that this policy is implemented and adhered with.



Dated: 23rd June, 2021

Tony Kiernan
Non-Executive Chairman