



POLICY – EQUAL OPPORTUNITIES

The Company aims to ensure that it will not unlawfully or unfairly discriminate against individuals on the grounds of their colour, race, nationality, ethnic or national origin, religion, beliefs, sexual orientation, sex, marital status, age, disability, gender re-assignment or political affiliation/opinion.

Direct discrimination consists of treating an individual less favourably than others are or would be treated in the same or similar circumstances. Indirect discrimination consists of applying a requirement or condition which although applied equally to all individuals in fact operates so as to disproportionately exclude individuals of a particular group and which is to their detriment.

The Company is committed to the promotion of equal opportunities and to ensure that the human resources, talent and skills of all employees are maximised through the application of policies and procedures which are consistent and equitable and which recognise the expertise and ability of each individual. Decisions about recruitment, selection, training, promotion, discipline, provision of benefits, redundancy and career development will be based on objective, nondiscriminatory and job related criteria.

It is Company policy to treat all employees with respect and dignity and to ensure that employees are not bullied, victimised or subjected to harassment. An employee who has a complaint of discrimination will not be victimised for having brought the complaint and should follow the Company's grievance or harassment policy, whichever is applicable, ensuring that complaints will be dealt with quickly, sensitively and confidentially.

Implementation & Monitoring

To achieve effective implementation of the Company's policy of equal opportunities training is provided for information, skills and advice. The Company monitors equal opportunities and progress in achieving its objective. Where barriers to equal opportunity are identified, any necessary changes will be made.

