

## Equal Opportunity Policy

### Policy

The Company is committed to ensuring that its workplace is free from discrimination and providing equal opportunities in employment.

To that end the purpose of this policy is to provide equality and fairness for all staff in our employment and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

### Our Commitment

- Equality in the workplace is good management practice and makes sound business sense.
- We aim to create an environment in which individual differences and the contribution of all staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all staff.
- We will review all our employment practices and procedures to ensure fairness
- This policy is full supported by Senior Management

Striving to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment. The Company has a separate harassment and bullying policy which deals with these issues.

All employees are responsible for the implementation of this policy and Senior Managers will ensure that the policy is implemented as a matter of day to day management.

### Application of the Policy

The Company makes every effort to ensure that there is no direct or indirect discrimination in any of its policies and in particular in areas of recruitment, selection, appraisal, promotion, compensation, training or personal development.