

## STATEMENT OF EQUAL OPPORTUNITIES & DIVERSITY POLICY

It is the Policy of the Company to:

Ensure that all applicants or current Employees receive equal opportunity and not less favourable treatment on the grounds of sex, age, race, colour, ethnic origin, national origin, marital status, disability, political or religious beliefs and encompassed within that aim is the express wish that all individuals are to be selected, promoted and treated on the basis of their relevant skills, merits and abilities as are relevant to the Company's requirements.

The Company also recognises that Equality without provision for Diversity can result in the creation of privileged groups within the workforce at the exclusion of others. Furthermore diversity within the workforce creates a truly effective balance upon which each diverse group is dependent upon the other and accordingly all recognised in their own right.

Diversity is a process of natural selection and encompasses not only gender, race and age, but also unique requirements abilities and motivations. By ensuring the recognition of diversity no individual will be affected by moral issues, such as dignity and privacy, by practical concerns or both. In assessing and providing for diversity we allow all individuals to progress into fulfilling and worthwhile work.

The Company embraces these diversifications whilst maintaining its core values and thus achieves the corporate objective.

For the implementation and future development of its Equal Opportunities and Diversity Policy, the Company has a designated Equal Opportunities and Diversity Officer, the name of whom can be obtained from the Company Secretary.

The Equal Opportunities and Diversity Officer will be responsible and report to the Managing Director.

The Equal Opportunities and Diversity Officer shall deal with all routine enquiries relating to equal opportunities and diversity and resolve any problems in respect of day to day operation of this policy.

The Company's employment, promotion and disciplinary procedures will be continuously monitored to ensure that they deal correctly with any equal opportunities or diversity matters in the correct manner.

All advertisements relating to vacancies will state that the Company is an Equal Opportunities Employer.

The Company is registered with the CITB who provide specialist advice in respect of recruitment and training for ethnic minority groups.

The Company requires all Employees to take positive action to ensure that the Equal Opportunities and Diversity Policy is effective.

M G Newton  
Joint Managing Director

