###### EQUAL OPPORTUNITY STATEMENT

is an equal opportunities employer.

The aim of our policies is to ensure that no employee or job applicant is treated less favourably than another on grounds of sex, marital status, age, race, nationality, national or ethnic origin, colour, political or religious beliefs, or disability.

Appointment to and promotion within will be considered solely on the basis of merit, ability and the needs of .

is committed to ensuring the effectiveness of these policies. To this end, while overall responsibility for monitoring and reviewing the effective working of the policies and procedures for their delivery has been vested in the Company Director, it is acknowledged that responsibilities also lie with all individuals involved in recruitment and employee administration.

It is the duty of all employees of to accept their personal involvement in the effective implementation of the equal opportunities policies. Should it be found that an employee has breached the policies, the disciplinary procedure will be invoked. By the same token, any employee who believes that he or she has been treated unfairly in any respect of the policies will be entitled to raise the matter.

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| **Signed on Behalf of:** |  |  |
| **Name (Print):** |  |  |
| **Position:** |  |  |
| **Signature:** |  |  |
| **Date:** |  |  |