

Employment Philosophy and Equal Opportunities Statement

The Company has an employment policy based on the principles of fairness and equal opportunity irrespective of race, colour, religion, national origin, disability, gender, sexuality, age or marital status. The Company is an equal opportunities employer. The Company seeks to ensure that equality of treatment and opportunity is available to all employees and potential employees. This commitment applies to all aspects of the employment relationship including but not limited to recruitment, selection, compensation and benefits, training, performance management and promotions.

The Company will use objective assessment methods to ensure that the most competent applicants are recruited and the most able employees' progress within the Company.

No one will receive less favourable treatment on grounds of sex, marital status, sexual orientation, colour, race, ethnic origin, religion, disability or age.

No applicant/employee will be disadvantaged by any conditions or requirements of employment, unless there are genuine business needs.

All criteria and procedures relating to assessment of applicants/employees will be reviewed regularly to ensure they are non-discriminatory.

All employees involved in the recruitment, selection and assessment of job applicants will be given appropriate equal opportunities training.

All managerial staff should recognise that they have a responsibility to ensure that all job applicants and employees are fairly treated.

The Company strongly believes that its employees are its most valuable resource and invests in communication, training, coaching and other programmes to produce an environment where our people are treated with respect and will want to stay with us. Our compensation programmes are designed to strongly relate pay and performance and alongside this, our Performance Management system is used to enable employees and their Manager to align individual and corporate goals and to assist with the development of the key skills and behaviours required to maximize performance.

The Company will not tolerate acts which breach this policy and as such breaches or potential breaches will be fully investigated and where appropriate may lead to disciplinary action.