

## Equality and Diversity Policy

The Company is an equal opportunities employer. No job applicant or employee will receive less favourable treatment on the grounds of age, disability, gender reassignment, marital status, pregnancy, race, religious background, sex or sexual orientation or be disadvantaged by conditions or requirements that cannot be shown to be justifiable.

Being a committed equal opportunities employer, the Company will take every possible step to ensure that employees and applicants are treated equally and fairly in respect of these matters. All policies and practices will conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

We expect all employees, irrespective of position, to comply in every respect with this policy at all times.

If an employee believes that the Company or any of its employees has acted in breach of the policy, they should immediately raise the matter through the grievance procedure. In the event that such complaints are found to be well founded, disciplinary action will be taken against those responsible and in serious cases may result in dismissal. In particular, the Company regards with severity any instances of harassment.

It is the duty of all employees to ensure that this policy is observed at all times.

### Review

This policy will be reviewed regularly and may be altered from time to time in light of legislative changes or other prevailing circumstances.