



EQUALITY POLICY

The Company is an equal opportunities employer and its intention is to fully comply in all aspects of appropriate and current legislation. This aim applies in respect of recruitment, training, promotion, dismissal, transfer and any other benefits within the terms and conditions of employment, and generally in respect of:

SEX DISCRIMINATION

Under the Sex Discrimination Act 1975 (as amended) and the Employment Equality (Sexual Orientation) Regulations 2003, the Company will not discriminate on grounds of gender or marriage; because someone intends to undergo, is undergoing or has undergone gender reassignment; or due to an individual's sexual orientation whether actual or perceived.

RACE DISCRIMINATION

Under the Race Relations Act 1976, the Company recognises and will not discriminate on grounds of race, colour, nationality (including citizenship) or ethnic or national origins.

EQUAL PAY

The Company will treat both its men and women employees equally, in respect of their terms and conditions of employment, if they are employed on 'like work', work rated as equivalent under a job evaluation study, or work found to be of equal value. This does not just cover remuneration alone, but includes most terms in an employment contract. Variance within rates of pay due to length of service, performance, bonuses or individually agreed terms of contract will not be influenced by the gender of the employee. Terms covering special treatment because of pregnancy or childbirth, or reflecting statutory restrictions on the employment of women are not covered.

DISABILITY DISCRIMINATION

In accordance with the Disability Discrimination Act 1995, the Company will not discriminate against current or prospective employees who have or have had a disability and will ensure adequate adjustments are made where appropriate, in support of this.

RELIGIOUS BELIEF

Under the Employment Equality (Religion or Belief) Regulations 2003, the Company will respect an individual's religion, religious belief or similar philosophical belief and will not allow discrimination or harassment of that individual due to those beliefs

BREACH OF POLICY

All employees are required to apply this policy in practice and failure to comply with, or deliberate breaches of the above legislation will not be tolerated. Such instances will be investigated and dealt with under the Company disciplinary procedure. If carried out deliberately or maliciously this will be regarded as Gross Misconduct, and in any case dependent upon severity may result in summary dismissal.