



## EQUAL OPPORTUNITIES STATEMENT

The Company is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment or to customers.

In endeavouring to become an equal opportunity employer we intend that no job applicant or employee shall receive less favourable treatment because of their gender, marital or civil partnership status, sexual orientation, colour, race, ethnic origin, religion, disability or age; not be disadvantaged by any other conditions or requirements which are irrelevant.

There will be equal opportunities in the recruitment, training and development and promotion of employees.

The company also strives to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment.

If any employee considers that they have been unfairly treated, they may make a complaint which will be dealt with through the Company's grievance procedure.