

EQUALITY STATEMENT

The Company is committed to the principle of equal opportunity in employment.

Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, disability, trade union membership or non-membership, sex, sexual orientation or marital status, or being a part-time worker. The objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Management has the primary responsibility for successfully meeting these objectives by:

- not discriminating in the course of employment against employees or job applicants
- not inducing or attempting to induce others to practise unlawful discrimination; and
- bringing to the attention of employees that they will be subject to disciplinary action for discrimination of any kind.

Individual employees have the responsibility to ensure that they assist the Company in successfully achieving these objectives and can contribute by:

- not discriminating in the course of employment against fellow employees, customers and/or clients, suppliers or members of the public with whom they come into contact during the course of their duties;
- not inducing or attempting to induce others to practise unlawful discrimination; and
- reporting any act of discrimination known to them.

The successful achievement of these objectives necessitates a contribution from everyone and all employees have an obligation to report any act of discrimination known to them.

Employees who consider that they are the victim of unlawful discrimination may raise the issue through the Grievance Procedure.

