

EQUAL OPPORTUNITIES POLICY

1. STATEMENT ON EQUAL OPPORTUNITIES

- 1.1 The Company is committed to the principle of equal opportunity in employment and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination.
- 1.2 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, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, age, marital status, or being a part-time or fixed-term worker. The Company's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.