**Equal Opportunities Statement**

The Company prides itself on being an equal opportunities employer. This means that we commit to ensuring that recruitment, selection, training, development and promotion opportunities result in no job applicant or employee receiving less favourable treatment on the grounds of a protected characteristic. These protected characteristics include; race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, marital status, age, or being a part-time or fixed term worker. Any employee that treats another less favourably due to a protected characteristic could be deemed as gross misconduct and therefor a dismissible offence. Any allegations against employees will be subject to thorough investigation under the disciplinary procedure.

Working in a diverse environment is considered an asset for our company and employees as it enables us to learn from one another and better our understanding of backgrounds and cultures different to our own. Our objective is to ensure everyone works in a fair and respectful environment whilst being mindful of others beliefs, backgrounds and viewpoints.

If you believe that you or someone else has been subject to unfair treatment then you are strongly encouraged to speak with your manager or a member of Human Resources in the first instance, to resolve the matter as soon as possible.