

Equal Opportunities Policy Statement

1 Equal Opportunity and No-Discrimination Policy Statement

The Company is committed to a policy of non-discrimination and equal opportunity regardless of sex, marital status, race, colour, disability, religion or belief, ethnic or national origin, or sexual orientation. Procedures and criteria in respect of recruitment, promotion, transfer and training are based on this policy and judgements as to suitability are made on the basis of relevant merits and abilities of the individual. The management of the site is committed to this policy, and relevant procedures and criteria are reviewed as required to ensure adherence.

2 Sexual and Racial Harassment Policy Statement

It is declared intention of the company to create an atmosphere which is conducive to all levels of effective team work and so help to create harmonious working relationships between Employees which is of great importance of the success of the Company.

The Company makes every endeavour to treat Employees fairly and with dignity and provide safe and healthy working conditions.

The Company and the Unions recognise that those principles can be seriously undermined by sexual and racial harassment and, therefore, any such behaviour will be regarded by them as extremely serious. Sexual harassment includes any unwanted sexual advance of a physical, suggestive or verbal nature by either sex. Racial harassment includes any verbal abuse, graffiti or threats of violence.

Any Employee who has a complaint about harassment should contact their Supervisor, Union representative or the HR Department. All complaints will be treated with the utmost confidentiality and no action will be taken without the consent of the person concerned. If consent is given, the complaint will be investigated and any Employee found responsible for harassment will be subject to disciplinary action.

Proven racial or sexual harassment of a constantly repeated or extreme nature will constitute gross misconduct and offenders will be liable to dismissal without notice after investigation.

3 Employment of Disabled Persons

The policy of the Company is to give full consideration to employment applications from disabled people who have the necessary aptitudes and

abilities to perform the duties of the job. In its personal development policy the Company seeks to develop the potential skills and talents of disabled people by providing appropriate training, taking into account particular needs.

Where an Employee becomes disabled whilst employed by the Company, arrangements are made whenever practicable to maintain employment by identifying a job suitable to the individual's capabilities and by providing any necessary re-training.