

# EQUAL OPPORTUNITY POLICY



The company is a committed Equal Opportunity Employer. This means that we do not tolerate unlawful discrimination of any kind, against any person, including customers, on grounds which include:

Age	Race, ethnicity or National origin
Colour	Marital status
Sexual orientation	Disability
Sex	Religious beliefs

Unlawful discrimination is defined as “treating a person less favorably than others are, or would be treated in the same or similar circumstances”.

We will also strictly comply with the provisions of the Fair Employment (Northern Ireland) Act 1989.

All of the Company’s personnel policies are based on principles of equal opportunity for all, including the procedures relating to recruitment, training, development and promotion of employees.

The Company will take all appropriate disciplinary action (up to and including dismissal) against any employee who is found to have discriminated against any other person, on any of the grounds set out in this policy.

If any employee considers that he or she is suffering from unfair treatment on any of the grounds set out, he or she may raise the complaint with any manager.

**C. J. Rea**  
Managing Director