

EYMS GROUP LIMITED AND ITS SUBSIDIARIES

EQUAL OPPORTUNITIES POLICY

EYMS Group and its subsidiaries is committed to providing equality of opportunity in all its employment procedures, and will consider all applicants on the basis of their suitability for the post irrespective of colour, creed, race or ethnic origins, age, gender, marital status, sexuality, disability, religion or belief or family responsibility.

The Group is committed to the development of positive policies to promote equal opportunities in employment regardless of an employee's sex, age, marital status, family responsibilities, creed, colour, race or ethnic origins, religion or belief, sexuality or disability. This principle will apply in respect of all conditions or work, work allocation, earnings, sick pay, training, promotion and redundancy.

The Directors and Senior Management undertake to draw opportunities for training and promotion to the attention of all eligible employees, and to inform all employees of this agreement of equal opportunity.

The Group aims to provide a working environment in which all employees feel respected, are able to give of their best, that is free from harassment and bullying and that all employment decisions are based on merit.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

If an employee considers he or she is the victim of unfair discrimination or harassment, whether defined by legislation or not, then he or she may raise the issue through the normal grievance procedures.