



EQUAL OPPORTUNITIES POLICY

Policy

The Company supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, age, religion, sexual orientation, marital status or disability. It is in the Company's best interest, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

Every possible step will be taken to ensure that individuals are treated fairly and that decisions on recruitment, selection, training and promotion are based solely on job related criteria.

The Company's management at all levels has the primary responsibility for providing equal opportunities. It is, however, the responsibility of all employees to ensure the successful application of the policy:

by not discriminating in the course of employment against fellow employees or job applicants

by not inducing or attempting to induce others to practice unlawful discrimination.

by bringing to the attention of management actual or suspected discriminatory acts or practices.

Any acts of unlawful discrimination will be investigated and employees may be subject to disciplinary action, which could include summary dismissal.