



EQUAL OPPORTUNITIES POLICY

Policy Statement

The Company will comply with all existing and any future legislation or codes of practice appropriate to the topic.

The Company wholeheartedly supports the principle of Equal Opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of sex, race, nationality, ethnic origin, marital status, sexual orientation, age, disability, creed or religion.

The Company believes that it is in their best interest, and those of all who work in the Company, to ensure that the resources, talents and skills available throughout the community are considered when employment opportunities arise.

The Company will take every step to ensure that individuals are treated equally and fairly, and that decisions on recruitment and selection, training, promotion and career development are taken solely on job based criteria.

The senior management team fully support the aims and objectives of this statement. All company employees are responsible for playing their part in achieving its objectives.

All employees must co-operate with any measures introduced to ensure equal opportunity, and:

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- Report any suspected discriminatory act or practice to your immediate supervisor or if unavailable any management representative
- Not incite or attempt to incite others to act in a discriminatory manner
- Not to victimise any person or persons who have reported any signs of discrimination
- Not to harass, abuse or intimidate any employee.

Any grievance or disciplinary matters arising from the Company's Equal Opportunity Policy will be dealt with in accordance with the Company's relevant Procedure.

A handwritten signature in blue ink that reads "Stephen Wright".

Stephen Wright
For Thorite

13 May 2015