



## Equal Opportunities Statement

We encourage a diverse workforce and aim to provide a working environment where all staff at all levels are valued and respected, and where discrimination, bullying, promotion of negative stereotyping and harassment are not tolerated.

The Company is committed to maximising the effective use of people in a mutually beneficial manner, and will pursue equality of opportunity as a means of achieving this objective. Therefore, the Company's policy requires that employment and progression within it will be determined solely by personal merit and the application criteria which are related to the effective performance of the job and the needs of the business.

No applicant or employee will be treated less favourably than any other on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation.