



## **EQUAL OPPORTUNITIES POLICY STATEMENT**

### **Statement of Intent**

David H. Allan Group Limited confirms its commitment to a comprehensive policy of Equal Opportunities in employment for all categories of employees in all areas of the Company. Subject to statutory and contractual provisions no applicant or member of staff will be treated less favourably on the grounds of age, colour, ethnic, or national origin, nationality, disability, health, sexual orientation, marital status, family responsibilities, gender (including gender reassignment), religious or political beliefs and affiliations, socio-economic background or any other inappropriate distinction. All members of staff are selected on the basis of their relevant skills and abilities in line with this commitment to Equal Opportunities. Once in employment, all members of staff will be treated as equal partners and be provided with equal opportunities in terms of training, personal development and promotion in line with agreed policies and procedures.

The aim of this policy is to ensure that all prospective and present employees receive equal treatment in accordance with the Company's policies and procedures and in line with best practice. It is intended that a harmonious and productive environment will be created in which diversity will add value to the work of the Company.

The Company is committed to the continual monitoring and review of the practical implementation of this Equal Opportunities policy, and its supporting policies, to ensure their continuing effectiveness.

### **Organisation**

The management of Equal Opportunities is a prime responsibility of line management.

George Allan, Managing Director, has responsibility for the implementation of the Equal Opportunities Policy and to ensure adequate resources are made available to implement the Policy.

David Lawson, Health and Safety Manager, has the responsibility for Auditing the Equal Opportunities Policy, updating Directors on changes to Health and Safety Legislation and ensuring that Employees are made aware of the Policy.

Signed .....

Date .....28<sup>th</sup> August 2008....

**George Allan (Managing Director)**