



## **Equal Opportunities Policy**

The Bancon Group is committed to the principle of equal opportunities in employment. Accordingly, the Groups policies for recruitment, selection, training, development and promotion are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, disability, trade union membership or non-membership, sex or marital status. The objectives of the policy is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Management has the primary responsibility for the successful implementation of this policy by:

- not discriminating in the course of employment against fellow employees or job applicants.
- not including or attempting to induce others to practise unlawful discriminations.
- bringing to the attention of employees that they will be subject to disciplinary action for failure to adhere to the policy.

Individual employees have the responsibility to ensure that they assist in achieving these objectives by:

- not discriminating in the course of employment against fellow employees, customers, suppliers or members of the public with whom they come into contact during the course of their duties.
- not inducing or attempting to induce others to practise unlawful discrimination
- reporting any discriminatory action to the Company Management

The successful operation of this policy necessitates a contribution from each employee and all employees have an obligation to report any act to discrimination known to them. Any employees who consider that they are a victim of unlawful discrimination should raise the issue through the Company grievance procedure.