

The company's Equality and Diversity Policy applies to all staff and management.

The Equality and Diversity Statement set out below is provided within the company employment information binder (Handbook) on employment.

The rationale for the company's commitment to equality and diversity includes:

- An understanding of the importance of accessibility to all sections of the community.
- Identifying and developing the skills and talents offered by members and potential members of the organisation.
- The awareness that discrimination is illegal, immoral, and wasteful.
- The recognition of the negative impact on individuals of the effects of discrimination in terms of educational attainment, career progression, self-fulfilment and self-esteem.

Equal opportunities in all aspects of our employment policy and practice are a core value and cover everybody in our Company. This means that we shall not discriminate in any way (either directly or indirectly) against any individual.

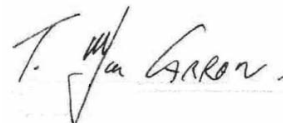
We believe that diversity is an essential ingredient of the Company culture and that the composition of our employees should ideally reflect that of today's society.

We expect our employees to ensure that they promote this approach in all aspects of their dealings with people. We would particularly stress the importance of fair selection, training and promotion procedures and we shall consistently review our procedures to ensure that they comply with best practice. The Company will regularly monitor its recruitment and promotion decisions in conjunction with ethnic records of job applicants and existing employees.

Disability

The Company will endeavour to promote the employment of disabled people, identifying suitable opportunities wherever possible.

If any existing employee becomes disabled, we will make every reasonable effort to continue to provide suitable employment in the same job or an alternative job.



T. MacCarron
Chairman

Date:
17.07.09

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