

EQUAL OPPORTUNITIES POLICY

1. Principles

Steve Vick International Ltd wholeheartedly supports the principle of equal opportunities in employment. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the population. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of this organisation to recruit and develop the best people for our jobs from as wide and diverse a pool of talent as possible. That diversity adds value.

Steve Vick International recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment, victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

Discrimination can be direct or indirect (where there is a requirement or condition on all, but which has an adverse impact on a particular group and cannot be justified).

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Employees have a duty to co-operate with Steve Vick International to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Employees should draw the attention of their line manager to suspected discriminatory acts or practices or cases of bullying or harassment.

2. Statement of Intent

Steve Vick International Ltd aims to create a culture that respects & values each other's differences, that promote dignity, equality & diversity, and that encourages individuals to develop and maximise their true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performance and to develop an organisational culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate. Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their employment.

3. Document Control

| Version | Date | Authorised by |
|---------|-----------|---------------|
| 1 | June 2009 | Tony Day |
| 2 | June 2014 | Tony Day |

*This policy will be updated on a 2 yearly basis, or sooner if required.

4. Approval

Tony Day (Joint Managing & Finance Director)
June 2014