

EQUAL OPPORTUNITIES POLICY

Pipe Services Fabrication Ltd is an equal opportunities employer.

In implementing the policy for Equal Opportunities, no job applicant or employee will receive less favourable treatment on the basis of race, colour, gender, disability, nationality or ethnic origin, marital status, sexuality, responsibility for dependants, religion, trade union activity or age.

All employees will be given an equal opportunity to progress within the company.

All policies will be regularly monitored to ensure that there is no direct or indirect discrimination occurring in connection with ethnicity, gender or disability records of job applicants or existing employees.

The following actions will be implemented to ensure the policy is put into practice:

- 1 The recruitment, selection, training, promotion, discipline and dismissal of employees will be on the basis of merit and ability.
2. It is a disciplinary offence to victimise, discriminate or harass any employee.
3. Every reasonable step will be taken to ensure that the workplace is accessible and managed to suit the needs of all employees.
4. All employees will be given every opportunity to know and understand this policy.

The named person below has overall responsibility for dealing with all issues relating to Equal Opportunities and will ensure the policy is properly implemented and periodically reviewed in accordance with relevant statutory provisions.

Name: Mr Andrew Willison

Position: Director