



EQUAL OPPORTUNITIES POLICY STATEMENT

It is the intention of the company to ensure that equal opportunity is applied by us in both the provision of service and as an employer.

Groupbridge shall endeavour to achieve this by:

- Seeking to ensure that everybody is treated equitably regardless of gender, race, colour, ethnic or national origins, age, disability, socio-economic background, religious or political beliefs and affiliations, marital status, family responsibilities, sexual orientation or other inappropriate distinction.
- Promoting equality of opportunities and removing any barriers that may exist for potential and existing employees.
- Encouraging and assisting development of all employees to their full potential.
- Discouraging discrimination, victimisation and any form of harassment. If identified, behaviour of this nature shall be brought to the attention of the Managing Director, who shall ensure that the matter is addressed in a sensitive and effective manner, and may result in the company disciplinary procedure being applied.
- Providing a comfortable and safe working environment.
- Ensuring employees understand they have a right to be respected whilst respecting others.

S Gibbons
(Managing Director)

Date: 30th November 2011

Review Date: November 2012