

EQUALITY OF OPPORTUNITY POLICY

JRL Solutions Ltd is committed to the **promotion** of equality of opportunity in all its work.

JRL Solutions Ltd is committed to the following **objectives**:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking affirmative action, where appropriate

JRL Solutions Ltd provides equality of opportunity to all **irrespective of**:

- Gender
- Marital status
- Religious belief
- Political persuasion
- Race including colour, nationality, ethnicity
- Disability
- Sexual orientation
- Age

In order to **implement** its policy JRL Solutions Ltd:

- Communicates the policy to all appropriate persons
- Incorporates duties in respect of implementing the equal opportunities policy into work objectives
- Incorporates equal opportunities information into general communications
- Obtains commitment from other persons or organisations
- Ensures that adequate resources are made available to fulfill the objectives of the policy.

Signed:

Name: Eur Ing JRE Leigh BSc(Hon), CEng, CMIOSH, MIIRSM, FIMMM, MIET

Position: Managing Director

Dated: 4th October 2009