

DISABILITY DISCRIMINATION POLICY

JRL Solutions Ltd is **committed** to meeting its responsibilities in disability discrimination for its own staff, its associates, the staff of other organisations and others who may be affected by its operations. JRL Solutions Ltd affirms that disability presents in a wide range of type each requiring specific approaches to meet the need. JRL Solutions Ltd believes good standards of inclusion and disability awareness is **central to business success**. In meeting its responsibilities JRL Solutions Ltd **complies** with all appropriate statutory legislation, approved codes of practice, standards and guidance.

JRL Solutions Ltd has the following **objectives**:-

- To ensure consultation with all relevant parties.
- To ensure that accessible infrastructures, facilities and premises are maintained.
- To ensure reasonable adjustments are made for those with disability.
- To ensure that consultancy and training services are accessible to those with disability.
- To ensure that all materials and information used are accessible in the appropriate form for those with disability.
- To provide special assistance to those with disability as appropriate for need.
- To ensure those with disability have full entitlement to equality of opportunity.

JRL Solutions Ltd maintains an **organisational** structure which promotes the highest standards of disability awareness.

JRL Solutions Ltd has suitable **arrangements** in place to meet all of its avowed objectives.

Signed:

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

Position: Managing Director

Dated: 4th October 2009