

EQUAL OPPORTUNITIES POLICY STATEMENT

F&R Cawley Ltd is committed to treating all employees and applicants for employment equally and fairly regardless of race, colour, ethnic or national origin, religion or religious beliefs, gender or gender realignment, sexual orientation or marital status, disability, responsibility for dependants or age.

It is our policy to ensure that all employees and applicants have equality of opportunity.

Furthermore, the Company will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above grounds.

The policy applies to recruitment and selection, terms and conditions of employment including pay, promotion, training, transfer and every other aspect of employment.

The Company will regularly review its procedures and selections criteria to ensure that individuals are selected, promoted and otherwise treated according to their relevant individual abilities merits.

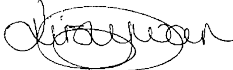
The Company is committed to the implementation of this policy and to a programme of action to ensure that the policy is, and continues to be, fully effective.

The overall responsibility for the policy lies with the Board of Directors. However, all staff are required to comply with the policy and to act in accordance with its objectives so as to remove any barriers to equal opportunity.

This policy is maintained and regularly reviewed by the Senior Management to ensure its continuing suitability and compliance with relevant legislation.

The policy is communicated to all levels within the organisation and to our stakeholders and is available from the Intranet, Company's website and on information boards.

Signed



Kirsty Dwan
HR Manager

Policy Revised: 30th January 2019
Next Revision: 29th January 2020

