

EQUAL OPPORTUNITY POLICY

It is the policy of the Pyeroy Group to ensure that employees are recruited, developed, remunerated and promoted on the basis of their skills and suitability for the work performed.

All employees will be treated with dignity and respect. The Company will use its best endeavours to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, age, marital status, disability, sexuality, race, colour, religion, ethnic or national origin.

The Company recognises its legal obligations under the Race Relations Act, Sex Discrimination Act, Equal Pay Act, Disabled Persons Act, Disability Discrimination Act, Employment Equality (Sexual Orientation) Regulations, The Employment Equality (Religion or Belief) Regulations and Employment Equality (Age) Regulations.

The Company is committed to making full use of the talents and resources of all its employees, and to ensuring that no employee receives unjustified less favourable treatment on the grounds of their colour, nationality, race, religion/belief, ethnic origin, sex, marital status, age, disability, part-time or fixed term status, parental responsibilities, age or sexual orientation.

All employees will be made aware of the provisions of this policy as found in the Employees Handbook and are required to ensure that the policy is carried out in its entirety.

Signed

Date: 02/02/2009

A handwritten signature in black ink, appearing to read "H. Pelham".

Hugh Pelham
Group Managing Director