

Equal Opportunities Policy

The Company's aim is to ensure that all Employees and Job Applicants are treated equally irrespective of gender, disability, race, colour, religion, nationality, political beliefs, ethnic origin, age, sexual orientation or marital status. The Company recognises the dignity and worth of every individual, and shall appoint, train, develop and promote on the basis of individual ability, effective performance and the needs of the Company.

The success of this policy in ensuring that all are treated on an equal basis, is dependent upon securing the co-operation and support of everyone at all levels within the Company.

All Employees have a duty both morally and legally not to discriminate against individuals. This means that there shall be no discrimination on account of gender, disability, race, colour, religion, nationality, ethnic origin, age, sexual orientation or marital status. Employees have personal responsibility for the practical application of the Company's Equal Opportunities Policy which extends to the treatment of members of the Public and Employees.

Directors, Managers and Supervisors who are involved in the recruitment, selection, promotion and training of Employees have special responsibility for the practical application of the Company's Equal Opportunities Policy.

The grievance procedure is available to any Employee who believes that he or she may have been unfairly discriminated against.



D.K Fletcher
Managing Director
FES LTD
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