

In all our activities we are completely committed to the achievement of equality of opportunity as an integral component of its business policy and strategy:

Equal Opportunity Policy



In furtherance of a policy of equality of opportunity:

- The company will ensure that no applicant for employment or employee receives less favourable treatment on the grounds of race, colour, nationality, religion or national origins, or on the grounds of sex or marital status.
- Individuals will be selected, promoted and treated on the basis of their abilities and merits and according to the requirements of the job, and will be given equal opportunity to show their ability and to progress within the company.
- Similarly, those applicants for employment and employees who suffer from a physical disability will be given equal treatment providing their disability does not render them unable to carry out a particular job effectively.
- Harassment is a form of discrimination, and will be treated as such under the terms of this Policy. Any type of harassment or bullying, including offensive remarks will not be tolerated in the workplace.

The Company will provide an inclusive environment for work through embedding diversity and equal opportunities in all areas of its activities, and will ensure that the working environment is free of all forms of discrimination.

- All employees are individuals and have a right to be treated as such.
- Employees will be encouraged to respect diversity & to recognise its advantages while maintaining focus on shared values & teamwork.
- Management and employees are expected to actively support this Equal Opportunity Policy & the implementation thereof.
- Equal Opportunity will be applied in a manner that supports the business objectives of the Company & complies with the provisions of prevailing legislation.
- As an employer the Company will not discriminate against any person or group when recruiting, selecting, training, promoting or paying people.

- No person may unfairly discriminate, directly or indirectly, against an employee in any employment policy or practice, on one or more grounds including race, gender, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, health, conscience, belief, political opinion, culture, language and birth. or requirements which can not be shown to be justified.
- Any employee who has a concern, problem, complaint or objection in connection with discrimination and/or harassment should raise a grievance according to the procedures in the JTC Grievance Policy.

A handwritten signature in black ink, appearing to read 'Dougal Chalmers'.

Dougal Chalmers, Chairman
Jan 08