



Equal Opportunities Policy

The Elmec Group and all subsidiaries recognises, that it is essential to provide equal opportunities to all persons without discrimination. This policy sets out the organisation's position on equal opportunity in all aspects of employment, including recruitment and promotion, giving guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, age, sexuality or religion.

- We shall ensure that all people whom we employ are valued for their contribution and given the opportunity to realise their full potential within the organisation.
- The company is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.
- We shall ensure that individuals are given equal opportunity through recruitment, training and development, promotion and career development and are treated on the basis of their abilities and merits.
- The performance of staff shall be reviewed and effective two-way communication established to ensure resolution of problems and issues, to the satisfaction of both the company and employee.

Signed on Behalf of Elmec Group Ltd

Date:

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