

# FONTAIN



## EQUAL OPPORTUNITIES POLICY

The Company is committed to providing a working environment in which employees are able to realise their full potential and to contribute to its business success irrespective of their age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. This is a key employment value to which all employees are expected to give their support.

In order to create conditions in which this goal can be realised, the Company is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes throughout the Company. The Company expects employees to support this commitment and to assist in its realisation in all possible ways. Specifically, the Company aims to ensure that no employee or candidate is subject to unlawful discrimination, either directly or indirectly, on the grounds of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. This commitment applies to all aspects of employment, including:

- Recruitment, advertisements, job descriptions, interview and selection procedures
- Grievance handling and the application of disciplinary procedures
- Training
- Promotion and career development opportunities
- Terms and conditions of employment
- Access to employment related benefits and facilities
- Selection for redundancy

Equal Opportunities practice is developing constantly as social attitudes and legislation change. The Company keeps its policies under review and will implement changes where these could improve equality of opportunity. This commitment applies to all the Company's employment policies and procedures, not just those specifically connected with Equal Opportunities.