

# Equal Opportunities Policy

Niscayah Limited aims to ensure:

- That no job applicant or employee receives less favourable treatment on the grounds of his or her Race, Ethnic Origin, Nationality, Age, Trade Union activities, Sex, Marital Status, Sexual Orientation, Religion or Belief or Disability.
- That no applicant or employee is placed at any disadvantage on the above grounds that are not justifiable in Law under the relevant legislation.

Any employee who considers that they may have been disadvantaged because of their Race, Religion, Sex, Sexual Orientation, or Disability, should report the matter to the Department Head or a Director, in order that the issue can be investigated and resolved.

Any employee who has a disability for the purposes of the Disability Discrimination Act should notify their Department Head so that reasonable adjustments can be considered.

We do not and will not tolerate any racist, sexist or disability harassment and anyone found to be acting in such a way will face disciplinary action that could include dismissal. Everyone has a duty to report any such behaviour to any member of Management. We actively promote non-discriminatory behaviour and do not tolerate any behaviour contrary to the Sex, Race and Disability Discrimination legislation.



**Don Cameron**  
**President**  
*January 2009*