



EQUAL OPPORTUNITIES POLICY

November 2009

Signal Project Limited is committed to both the principles and practice of an effective and active Equal Opportunities Policy. We aim to create an environment that encourages diversity and enables persons to seek and maintain employment within the company, irrespective of race, sex, disability, ethnic origin, religion, sexual orientation, spent convictions or other differences that cannot be justified. We aim to achieve this by:

- Ensuring managers and employees take responsibility for the practical application of the policy that should reflect in their treatment of internal colleagues, external colleagues, agencies and customers;
- Providing equal opportunities in recruitment, training, development, publicity and terms and conditions of service;
- Making any reasonable changes to the working environment, where practical, to ensure employees with disabilities or special needs are given the same opportunities as able bodied employees;
- Ensuring allegations of unfair treatment between colleagues is handled promptly and in confidence; any employee found to have discriminated against another would be liable to disciplinary action that may result in dismissal;
- Preventing the victimisation of any person who raises a complaint within the scope of this policy.

This policy will be monitored and evaluated on a regular basis.

Signal Project Limited recognises the Race Relations Act 1976, Sex Discrimination Act 1975, Equal Pay Act 1970, Disability Discrimination Act 1975, Rehabilitation of Offenders Act 1974 and all that these entail.