



EQUAL OPPORTUNITIES POLICY

Pacy & Wheatley Ltd is committed to eliminating discrimination and encouraging diversity amongst our workforce, to provide equality and fairness. Our aim is for our team to be truly representative of all sections of society and that each employee feels respected and able to give of their best. This includes all employees, workers and private contracting companies that form part of our team.

This policy ensures our workplace is free from unlawful or unfair discrimination on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination. Whether it is:

- 1 Direct discrimination, where a person is treated less favourably, even unintentionally.
- 2 Indirect discrimination, where a requirement or condition which cannot be justified is applied equally to all groups, but has a disproportionately adverse effect on one particular group.
- 3 Victimisation, where someone is treated less favourably than others because he or she has taken action against the Company for discrimination.

Implementing Equal Opportunities

Adopting the above policy will form the basis when implementing the equal opportunities ethos in relation to recruitment and employment decisions. It will be reviewed regularly to ensure it is up to date and meets current legislation and statutory requirements.

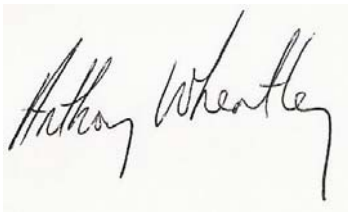
Our selection process and terms and conditions, including remuneration are decided without discriminative criteria, ensuring that we meet our appropriate objectives. In relation to new positions and internal promotions, we ensure that:

1. Job descriptions and person specification will be limited to those requirements for effective performance
2. Advertising will adopt a non-discriminatory approach.

3. Appropriate training will be given and programs developed to promote equal opportunities, including positively discriminating in favour of those under represented in certain positions so they can benefit from employment opportunities.
4. The offering of flexible working for those who have carer responsibilities.

The Company will treat seriously and take action when any employee has a grievance as a result of discrimination or harassment on sexual, racial, sexual orientation, religious belief or disability. In most cases, such harassment, if proven to the Company's satisfaction, will constitute Gross Misconduct and will lead to the dismissal of the relevant employee without notice.

All staff have a right to equal opportunities and a duty to implement this policy.

A handwritten signature in black ink on a light yellow background. The signature reads "Anthony Wheatley" in a cursive script.

Anthony Wheatley
MANAGING DIRECTOR

Date: 1st December 2008.