

Equal Opportunities Policy

The Objectives within this Policy are:

To ensure that the talents and resources of employees are utilised to the full and that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, social class, race, ethnic origin, religious belief or disability or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

Ms. Pauline Randall is responsible for the company's E.O.P. and any complaints of discrimination are dealt with by her. She meets quarterly with other Directors and Senior Managers for discussions and updating of information regarding recruitment and the Equal Opportunities Policy.

We review our recruitment practices regularly and selection takes no account of sex, marital status, age or ethnic origin.

All employees within the Randall Group have a responsibility to accept their personal involvement in the practical application of this policy and must be aware of the forms that discrimination can take i.e. direct and indirect sex discrimination, direct and indirect marriage discrimination, direct and indirect racial discrimination, victimisation, racial and sexual harassment.

It is the duty of all employees to uphold the company's principles and should anyone become aware of any practices that go against this policy they should report it to Pauline Randall or Stephen Randall immediately. Any allegation will be dealt with promptly and in total confidence.