



## Demco Europe Limited - Equal Opportunities Policy

It is the policy of the Company to manage operations with positive awareness of the spirit and intent of anti-discrimination, disability and equal opportunity laws. Discrimination means denying an individual fair and equal treatment in employment on grounds other than those relevant to the job requirements.

The policy is based on the following principles:

1. To hire the best qualified person for the job without regard to their age, race, colour, nationality, national extraction, social origin, sex, actual or perceived sexual orientation, marital status, pregnancy, family responsibilities, medical record, religion or belief, political conviction, mental disability, physical disability, psychiatric disability impairment, physical features, trade union activity.
2. To appraise, train, develop and promote colleagues on the basis of objective assessment of performance and potential. This decision will be made without discrimination.
3. To maintain a workplace free of harassment.
4. As a Company aware of changing values and attitudes of employment, to develop actively employment opportunities for women, minorities and the disabled.

## Disability Policy

The Disability Discrimination Act prohibits treating disabled people less favourably than other people, without justification, in areas such as buying goods, using services, finding somewhere to live and getting a job.

The Company manages its operations with a positive awareness of the spirit and intent of anti-discrimination, disability and equal opportunity laws. The policy aims to develop and maintain positive measures to encourage the recruitment, development and retention of disabled people, by implementing the Disability Discrimination Act in accordance with best practice.