

## Equality Policy Statement

The purpose of this policy is to ensure equal opportunities for all workers, job applicants, clients and customers, irrespective of race, colour, nationality, ethnic or national origin, age, disability, religion, marital status, trade union activities and unrelated criminal convictions. We value a diverse customer base and the individuality and creativity that every worker potentially brings to the workforce.

### Operating principles

- Workers, job applicants, visitors, clients and customers will be treated fairly, openly and honestly, and with dignity and respect.
- No job applicant or worker will receive less favourable treatment on grounds of race, religion, creed, colour, nationality, ethnic or national origin.
- Equality of opportunity is about good employment practice and makes sound business sense. Steps will be taken to make sure all business practices ensure equal opportunities.
- Recruitment, training and promotion opportunities will be made as widely available as possible.
- Selection criteria for employment, training and promotion opportunities will be entirely related to the job.
- Employment decisions on recruitment, promotion and training will be made solely on the basis of merit.
- Everyone has the right to work and do business in an environment free of unlawful discrimination and harassment. We will not tolerate such behaviour under any circumstances.
- Disciplinary action, including dismissal, may be taken against any worker found responsible for harassment or discrimination.
- Any worker or trainee who believes he or she is being discriminated against, victimised or harassed should raise the matter through the company's complaints procedure.

Our policy incorporates and acknowledges the legislations of the:

- Race Relations Act 1976,
- Sex Discrimination Act 1975,
- Equal Pay Act 1970,
- Disability Discrimination Act 2005,
- Employment Equality (Sexual Orientation) Regulations 2003,
- Employment Equality (Religion/Belief) Regulations 2003,
- Employment Equality (Age) Regulations 2006

This policy is fully supported by the Managing Director and the Board. We will ensure that all our workers, customers and clients are aware of the policy, and that they understand that they are responsible for observing it.

Jan 2008

DeFacto International Limited  
Warehouse 4b  
111 Power Road  
Chiswick  
LONDON  
W4 5PY