

### Equal Opportunities Policy

1. Our Group believes that equal opportunities are important in order to: -
  - Encourage the development of Members abilities, talents and potential to the full.
  - Attract potential members from the widest possible pool of talent.
  - Meet its moral and legal obligations.
  - Provide an environment free from unlawful discrimination, harassment or victimisation.
2. Our Group is committed to adopting policies and procedures that ensure its members are free from harassment. Accordingly our Group has adopted the following Equal Opportunities Statement:

Our Group will seek to ensure that all members are treated equally regardless of age, race, colour, nationality, ethnic or national origin, disability, gender, marital status, sexual orientation, political belief, religion, irrelevant criminal convictions or other irrelevant characteristics.

3. Our Group will take measures, including Members development and training to combat inequality, discrimination or prejudice based on any of the personal characteristics, and to eliminate barriers that may prevent people joining the Group.
4. All Group Members have a duty to ensure that their personal conduct conforms to our policies. They will be made aware of the provisions of this document and offered advice and training, as appropriate, on issues relating to equal opportunities.
5. Any alleged breach of this policy by Members will be investigated and the individual concerned may be subject to the Group's disciplinary procedure.
6. Our Group will monitor the implementation of this policy on a regular basis and update it accordingly.

7. Our Group expects that all others with whom it works closely will have comparable Equal Opportunities policies and practises.
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