

# Equal Opportunities Policy

The aim of this policy is to communicate the commitment of Geotechnical Observations to the promotion of equality of opportunity in the company. It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race
- Disability
- Sexual orientation
- Age.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities in the workplace is not only good management practice, but it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.

**This policy applies to everyone who works for the company.**

We are committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious working environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful affirmative or positive action, where appropriate.
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

The Managing Director has specific responsibility for the effective implementation of this policy. We expect all our employees to abide by the policy and help create an equality environment, which is its objective. In order to implement this policy we shall:

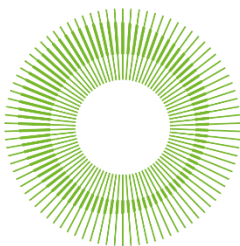
- Communicate the policy to employees, job applicants and relevant others (such as contract or agency workers).
- Obtain commitments from other persons or organizations such as subcontractors or agencies that they too will comply with the policy in their dealings with our organisation and our workforce.
- Ensure that adequate resources are made available to fulfill the objectives of the policy.

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Company's Grievance Procedure. All complaints of discrimination will be dealt with seriously, promptly and confidentially. In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or a Fair Employment Tribunal.

Signed:  
(Managing Director)



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