



EQUAL OPPORTUNITIES POLICY

The Prima Services Group is committed to the principle and practice of equal opportunities.

Therefore our policies are intended to ensure that all employees and applications from persons seeking promotion or employment are treated without prejudice.

No person shall be treated inequitably, directly or indirectly, on the grounds of race, sex, sexual orientation, age, disability, marital status, creed/religion, colour, ethnic or national origin. In all decisions relating to a person's employment, training, promotion or discipline the basis of selection, promotion or other choice will be their skills, abilities and other performance-based criteria relevant to the position or matter in question.

The Prima Services Group will implement a positive and continuing programme of action to make this policy fully effective. For example, selection criteria and all other personnel procedures will be reviewed initially and regularly thereafter to ensure that individuals are appointed, promoted and treated on the basis of their relevant merits and abilities.

Every case of inequitable treatment of any person, by any person, in breach of our Equal Opportunities policy should be reported promptly through the grievance procedure.

Breach of our Equal Opportunities policy by an employee is misconduct and will be dealt with in accordance with the disciplinary procedure and may lead to dismissal.

Signed:

A handwritten signature in black ink, appearing to be "Don Clarke", written over a horizontal line.

Date:

27/03/06

Don Clarke
Managing Director