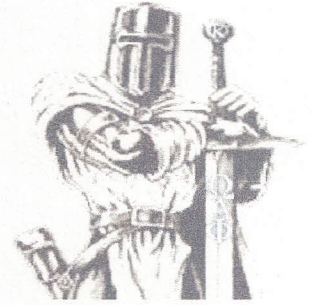


Blackmoor Knight Ltd

Electrical & Mechanical Engineers and Contractors



EQUAL OPPERTUNITIES POLICY

Victimisation, Discrimination and Harassment will not be tolerated by the Company. Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter in the first instance with their line manager. All complaints of discrimination will be dealt with seriously, promptly and confidentially. The Company regards these as serious offences subject to disciplinary procedures in accordance with Company procedures.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal.

In the composition and operation of our Management the Company will be mindful of our commitment to equal opportunity.

The Company will ensure our sub-contractors and consultants are familiar with our equal opportunities policy and will expect them to adhere to this policy. The Company will promote equal opportunities and encourage applications from sub-contractors and consultants from under-represented groups.

In order to fulfil our commitment to equal opportunity, the Company will constantly review and update as necessary policy and procedure for the board's approval.

Equal Opportunities Policy – Supporting Statements

- **Race Equality:** The Company will promote equality and good relations between staff and customers of different race national and ethnic groups.
- **Disability Equality:** The Company and its employees will not treat a person less favourably directly or indirectly on the basis of his or her abilities and or disabilities. We promote the equality for people with disabilities.
- **Equality or Employment:** The Company operates a prejudice free and supportive working environment, whether in the office or sites.
- **Gender Equality/Reassignment:** The Company will not treat a person less favourably directly or indirectly due to their gender or marital status or due to their gender assignment.
- **Religion:** The Company will not discriminate directly or indirectly on the grounds of Religion or belief. (Defines any religion, belief, philosophical or political beliefs).
- **Sexual Orientation:** The Company will not discriminate directly or indirectly on the grounds of the person's sexual orientation.
- **Age:** The Company will not discriminate directly or indirectly on the grounds of a person's age.

Signed.....

Managing Director

Dated:

MAY 09