

Equal Opportunity Policy

Policy Statement

Kadence is committed to becoming an equal opportunities employer and to ensuring that all employees, job applicants, customers and other people with whom we deal are treated fairly and are not subjected to unfair or unlawful discrimination. This policy is not contractual, but aims to set out the way in which Kadence aims to manage equal opportunities. This policy applies to all employees and workers.

Our policy is designed to ensure that current and potential workers are offered the same opportunities regardless of their race, religion or belief, nationality, ethnic origin, age, sex, sexual orientation, marital status, domestic circumstances, disability or any other characteristic unrelated to the performance of the job. We seek to ensure that no one suffers, either directly or indirectly, as a result of discrimination.

We recognise that an effective Equal Opportunities policy will help all staff to develop to their full potential, which is clearly in the best interests of both our staff and our business. We aim to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity.

We expect everyone who works for us to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form that may affect the dignity of the individual.

We further recognise the benefits of employing individuals from a range of backgrounds as this creates a workforce where creativity and valuing difference in others thrives. We value the wealth of experience within the community in which we operate and aspire to have a workforce that reflects this.

The legal framework

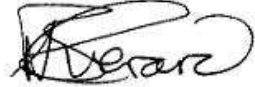
All employees are expected to abide by the requirements of:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Sex Discrimination (Gender Reassignment) Regulations 1999
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sex Discrimination) Regulations 2005
- the Civil Partnership Act 2004
- the Employment Equality (Age) Regulations 2006
- any Codes of Practice issued by the Commission for Equality and Human Rights.



Discrimination may be direct or indirect, and can take different forms, for example:

- treating any individual less favourably than others on grounds of his/her sex, colour, marital status, race, nationality or ethnic origin, religion or belief, sexual orientation, disability, age or membership or non-membership of a trade union
- expecting a person, solely on the grounds stated above, to comply with requirements that are different to the requirements for others, for any reason whatsoever



Signed:

Name: Simon Everard

Title: Group Chairman, Kadence International Ltd

Date: 28th July 2009

