

Equal Opportunities

BOGE COMPRESSORS LIMITED

1. Policy Statement

The Company acknowledges its legal and moral obligation both in recruitment and in employment to offer equal opportunities to all persons irrespective of race, sex, marital status, sexual orientation, gender reassignment, being pregnant or on maternity leave, religion or religious belief, disability or age and that it is contrary to its legal and moral duties to discriminate against any person on the grounds of any of those matters in respect of his or her terms and conditions of employment and opportunities for training and promotion.

The Company also acknowledges that this is a continuous process which must remain under constant review. The Company is committed to extending both protection from discrimination and positive action to all groups and without restricting the generality of its obligations, will deal with particular aspects of the matter as set out in the following paragraphs. The Company will monitor and record the ethnic origin of all those seeking employment in an attempt to help fulfil its commitment.

2. Equal Pay

The Company is committed to practicing equality of opportunity in its Particulars. Equal pay will always be given for work of equal value.

3. Religious Holidays

Where you have particular cultural or religious needs, the Company will always, wherever practicable, seek to vary the requirements to enable such needs to be met, e.g. observance of prayer times, religious holidays.

4. Training

The Company will not discriminate in the provision of training opportunities. Steps will be taken in appropriate circumstances to provide additional training for employees from underrepresented groups to enable them to progress.

5. Reporting Incidents

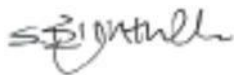
If you believe that you or any other employee or visitor to the Company has been discriminated against or otherwise treated unfairly because of race, sex, marital status, sexual orientation, religion or religious belief, disability or age, then you should report the matter as soon as possible to the Company so that there can be an investigation and consultation with a view to establishing the facts and any steps which need to be taken.



6. Disciplinary Action

Disciplinary measures will be taken against any employee found responsible for such an act of discrimination, and in serious cases the offence will amount to gross misconduct rendering that employee liable to summary dismissal.

Signed:



Managing Director
BOGE COMPRESSORS LTD
Version 1
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