

Equal Opportunities & Harassment Policy Statement

Imperial Hygiene Solutions Ltd (IHSL) recognises the benefit of a diverse workforce and is committed to providing a working environment that is free from any discrimination. IHSL seek to promote the principles of equality and diversity in all dealings with employees, workers, job applicants, clients, customers, suppliers and any member of the public who deal with the company and its staff.

IHSL make sure that no employee or job applicant are subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, race (including colour, nationality, and ethnic origin), disability, sexual orientation, marital status, part-time status, age, religion or beliefs. IHSL ensure no employee or potential employee receives less favourable treatment for any aspects mentioned above.

Harassment within the workplace

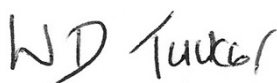
Unlawful discrimination of any kind in the working environment will not be tolerated and the company will take all necessary action to prevent its occurrence.

Harassment is the act of or continued unwanted actions by belittling or threatening behaviour directed at a person. What may be deemed acceptable by one person could cause offense towards another. Unlawful discrimination and/or harassment of any kind in the working environment will not be tolerated and the company will take all necessary action to prevent its occurrence.

Responsibilities

IHSL do not tolerate any kind of discrimination or harassment towards any individual or group of individuals and all IHSL employees have a personal responsibility for the practical application of this Equal Opportunity and Harassment Policy Statement.

Equal opportunity practice is developing constantly as social attitudes and legislation change. The company will review this policy and implement the necessary changes where these could improve equality of opportunities.



Wendy D Tucker
Managing Director
Imperial Hygiene Solutions Limited

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