



CROWBERRY CONSULTING

Environment, Ethics and Corporate
Responsibility Management

EQUAL OPPORTUNITIES POLICY

1. Crowberry Consulting Ltd is committed to a policy of treating all its employees and job applicants equally.
2. No employee, potential employee or other relevant party, i.e. client shall:
 - a) receive less favourable treatment or consideration on the grounds of age, disability, race, colour, religion, nationality, ethnic origin, sex or marital status; or
 - b) be disadvantaged by any conditions of employment or requirements which cannot be justified as necessary on operational grounds.
3. Crowberry Consulting Ltd will comply with its professional, ethical and legal responsibilities.
4. Crowberry Consulting Ltd will provide equal opportunities to those connected with the business/organisation in order to best serve Crowberry Consulting Ltd's aims and objectives.
5. There must be no discrimination on account of age, disability, race, colour, religion, nationality, ethnic origin, sex or marital status.
6. Crowberry Consulting Ltd will appoint, train, develop and promote on the basis of merit and ability.
7. All employees have personal responsibility for the practical application of Crowberry Consulting Ltd's equal opportunities policy. All employees are expected to report to their supervisor or line manager behaviour by their colleagues that is contrary to the aims of this policy.
8. Special responsibility for the practical application of the employer's equal opportunities policy falls upon the staff involved in the recruitment, selection, promotion and training of employees. These special responsibilities give rise to training need for which provisions will be made.
9. The employer's grievance procedure is available to any employee who believes that he or she may have been unfairly discriminated against.
10. Disciplinary action will be taken against an employee who is found to have committed an act of unlawful discrimination. Sexual or racial harassment will be treated as gross misconduct.
11. In the case of any doubt or concern about the application of the policy in any particular instance consultation with management or personnel should be sought.

Signed: R Toal Managing Director

Date: June 2009