

Powertec will ensure that all existing and potential employees receive consideration appropriate to their needs. The Company is committed to the elimination of unlawful or unfair discrimination on the grounds of sex, race, disability, ethnic and national origin, nationality, sexual orientation, marital status, responsibility for dependants, religion or belief and age.

It is the intention that the composition of the companies workforce should reflect the diversity of the local population and wider society.

To ensure that the Policy is translated into reality we will take active steps to eliminate discrimination and harassment, to reduce the effects of past discrimination and promote equality in employment.

The companies Equal opportunity and diversity policy shall ensure that:

- All employees are aware of the existence of the policy and codes of practice produced under this policy
- Provide the necessary encouragement, guidance and training to all employees to implement the policy
- All existing and potential employees are aware of their rights and responsibilities under the law
- Mechanisms exist for the continuous monitoring of the effectiveness of this policy
- We develop good employment and personnel practices, including areas such as recruitment selection and progression, training and development, terms and conditions of employment, disciplinary, harassment and grievance procedures

The policy is implemented at all levels and in all locations of work practice



Graeme I Anderson