

Extreme Adventure Ltd

Equal Opportunity Policy

Policy Statement

Extreme Adventure Ltd is committed to being an equal opportunities employer and to the creation of a non-discriminatory and harassment free working environment for both employees and all other individuals with whom we have contact, including customers, suppliers & contractors. All people shall have access to employment and advancement within the company on the basis of their ability, performance and aptitude for work.

This covers all activities that affect people including recruitment, induction, performance reviews & training.

Sexual, racial or disability inequality is unacceptable and constitutes a serious disciplinary offence.

The underlining principle of our Equal Opportunities policy is to deal with everyone with respect and dignity.

The Law

The company recognises its obligations under the Race Relations Act 1976 and the Sex Discrimination Acts 1975 and 1986, the Disability Discrimination Act 1995, Equal Pay Act 1970 and the Fair Employment Act 1996.

Law alone will not prevent unlawful discrimination. Compliance will involve each of us critically examining our attitudes and behaviour to ensure that we do not unwittingly discriminate.

Harassment

Harassment is behaviour which is unwanted and unwelcomed by the person who suffers it. As such, it can amount to discrimination in law and could result in the dismissal of the perpetrator.

Harassment is mainly sexual or racial and may involve picking on or making fun of disabled people. Physical contact does not have to take place for harassment to occur. It can comprise of comments, derogatory remarks, jokes which ridicule or are found offensive. This also includes written material which others might find offensive e.g. racist or sexual graffiti, attempting to stir up hatred or isolation of a member of staff.

What Extreme Adventure Ltd Will Do

We will take steps to ensure that you are protected from any reoccurrence of any complaint by taking immediate action and immediately investigated. All complaints will be handled by using the Company Disciplinary & Grievance Procedure.

Extreme Adventure Ltd

July 2010