

EQUAL OPPORTUNITIES STATEMENT

The Company wholeheartedly supports the principal of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of sex, race, nationality, ethnic or national origin, marital status, sexual orientation, age or disability.

The Company believes that it is in their best interests, and those of all who work in the Company, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. Discrimination of any kind which prevents the Company from doing so is a misuse and a waste of human resources, and it is also illegal in many instances.

The Company will take every step to ensure that individuals are treated equally and fairly, and that decisions on recruitment and selection, on training, promotion and career development are taken solely on job based criteria.

However, within the framework of the law, the Company is committed, wherever practicable, to achieving and maintaining a workforce, which broadly reflects the community in which the Company operates.

The Senior Management Team fully support the aims and objectives of this statement. All the Company's staff is responsible for playing their part in achieving its objectives.



David Billington
Managing Director
Date: 18th October 2004