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BYZAK LIMITED

CODE OF PRACTICE FOR THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, SEX, AGE, MARRIAGE OR DISABILITY, AND THE PROMOTION OF EQUALITY OF OPPORTUNITY IN EMPLOYMENT

POLICY STATEMENT

It is unlawful to discriminate against a person on the grounds of race, sex, marriage or disability. Byzak operates a policy of non-discrimination in respect of its employees and prospective employees and ensures that:

- Advertisements for positions within the Company will not be published which indicate an intention to discriminate against applicants from a particular racial group, on grounds of sex, age, marriage, or disability.
- In determining who should be offered employment, no discrimination shall be made on grounds of race, sex, age, marriage or disability.
- All employees will be offered the same access to training and the employment they need, to achieve equal opportunity within the Company.
- The Company will regularly monitor the policy to ensure that it is working in practice.

The Company Policy and its implementation was initially adopted by the Board of Byzak Limited at a meeting held on 18 April 1997. It has been reviewed and further developed at subsequent meetings of the Board.

Signed:


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Managing Director

Date:


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