

DIVERSITY AND EQUALITY EMPLOYMENT POLICY (DEEP)

Statement of Policy

The purpose of this policy is to ensure equal opportunities for all workers and job applicants irrespective of gender, race, colour, nationality, ethnic or national origin, age, disability, religion or sexual orientation. The policy covers all aspects of employment, from vacancy advertising, selection recruitment and training, to conditions of service and reasons for termination of employment.

This policy is designed to help H₂O Chemicals build a reputation as a diverse business which understands customer needs as well as improving customer care and market place competitiveness. It will be instrumental in ensuring we attract and retain the best talent by valuing people as individuals, as employees, clients and partners.

To ensure that this policy is operating effectively (and for no other purpose) the Company maintains records of employees' and applicants' ethnic origin, gender and disability.

Ongoing monitoring and regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.

Everyone has the right to work and do business in an environment free of unlawful discrimination and harassment. The company will not tolerate such behaviour under any circumstances and disciplinary action, including dismissal, may be taken against any employee found responsible for harassment or discrimination. Any employee who believes they are being discriminated against or harassed should raise the matter through the company's complaints procedure.

The Company's Diversity and Equality Employment Policy (DEEP), and the measures to implement it, have been devised on the basis of advice from the relevant bodies as well as in consultation with appropriate union and / or employee representatives.

The Managing Director is responsible for the effective operation of the Company's DEEP.

The full policy is available on the Intranet or a hard copy can be requested from the office.

The policy will be reviewed annually by the Managing Director and the Operations Director with input from the Senior Management Team.

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