

EQUAL OPPORTUNITIES POLICY STATEMENT

The Apogee Corporation Ltd group of companies is committed to equal opportunities. The multi-cultural nature of our diverse company is evidence of the Apogee ethos demonstrating equal opportunities beliefs at their best. No person will suffer disadvantage by reason of sex, race, ethnic origin, age, disability or responsibility for dependants. This means that Apogee Corporation will;

- Act to combat discrimination, (indirect or direct, individual or group, cultural or institutional) through its programme content, delivery, assessment procedures and evaluation structure
- Actively strive to provide training that gives equal status to all based upon merit
- Act as an employer to seek to employ staff from all sectors of the community, and to ensure that our workforce reflects the composition of the communities and locations in which we operate
- Ensure that all employees actively promote anti-oppressive practise and equality of opportunity
- Support and encourage all employees, including contractors and temporary staff, to make a positive contribution to combating discrimination
- Administer an evaluation process within our organisational structure to monitor the ongoing implementation of this statement
- Will reserve the right to challenge attitudes that are deemed to contravene our commitment to Equal Opportunities Policy

Signed on Behalf Of Apogee Corporation Ltd



Alan Pierpoint
Company Secretary
Apogee Corporation Ltd
Date: 5th December 2008