

EQUAL OPPORTUNITIES STATEMENT OF POLICY

SMS Environmental Ltd, aims to be an equal opportunity employer, and has a policy for this purpose.

This policy covers all aspects of employment, from vacancy advertising, selection recruitment and training to conditions of service and reasons for termination of employment.

To ensure that this policy is operating effectively (and for no other purpose) SMS Environmental Ltd maintains records of employees' and applicants' racial origins, 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.

SMS Environmental's long term aim is that the composition of our workforce should reflect that of the community. Timetabled targets will be set for groups in the community that are identified as being underrepresented in the workforce. Where necessary, special steps, as permitted by the relevant Acts of Parliament, will be taken to help disadvantaged and/or underrepresented groups to compete for jobs on a genuine basis of equality.

SMS Environmental's Equal Opportunities Employment Policy (EOEP), 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 employee representatives.

The Managing Director is responsible for the effective operation of SMS Environmental's EOEP.