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ISSUE DATE 22/01/10	COMPANY EQUAL OPPORTUNITIES AND DISCRIMINATION POLICY STATEMENT	SPH/HSD055

The S.P Holding Group is an Equal Opportunities Employer.

The Company's aim is to ensure that no job applicant or employee is discriminated against in any way, directly or indirectly, on the grounds of race, gender, colour, disability, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trade union activity and age.

When recruiting employees, the Company will advertise in such a way as to encourage applications from all groups within the community, especially those groups who may be under-represented within the organisation. The Company will actively monitor the number of job applications from the different groups on the basis of gender, race, age, disability and ethnicity.

Selection criteria and procedures will be kept under review to ensure that individuals are selected, promoted and treated only on the basis of their relevant merits, skills and ability to carry out the role.

All job applicants and existing employees will be given equality of opportunity within the Company's service, and will be encouraged and supported to progress within the organisation.

The company will treat all employees equally, in respect of their terms and conditions of employment, if they are employed on 'like work', work rated as equivalent under a job evaluation study, or work found to be of equal value. This does not just cover remuneration alone, but includes most terms in an employment contract. Variance within rates of pay due to length of service, performance, bonuses or individually agreed terms of contract will not be influenced by race, gender, colour, disability, ethnic or national origin, marital status, sexuality, responsibility for dependants, religion, trade union activity and age.

To ensure that direct or indirect discrimination is not occurring, recruitment and other employment issues such as training and development opportunities, promotions, transfers, disciplinary situations and termination of employment through resignation or dismissal, will be regularly monitored, and positive steps taken to address and resolve any imbalances highlighted.

The Company will ensure that employees within the organisation who have responsibility for recruitment, selection, promotion and transfer, have received and continue to receive adequate training in Equal Opportunities issues and are provided with written instructions and procedures relating to equality issues. The Company will also ensure that all employees are given equal opportunities for further training and development.

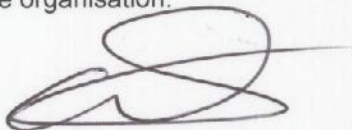
The Company will not tolerate any form of direct or indirect victimisation, harassment or bullying on the grounds of sex, ethnic origin, age, sexual orientation, religious beliefs or disability. The Company intends to provide a positive working environment in which no one feels threatened or intimidated, and will ensure that all employees are made aware that all complaints of victimisation, harassment or bullying are taken very seriously and full investigations carried out, with appropriate disciplinary action being taken under the Company Disciplinary Procedure.

The Company is committed to a programme of action to ensure that this policy is fully effective, through consultation on equality issues with the workforce of S.P Holding, and reporting and communication of any changes to the policy.

The Policy is reviewed annually and communicated to all employees through the Induction and other Training Programmes, Staff Handbooks and Company Notice Board.

Stephen Holding, as Company Director, will have overall responsibility in ensuring that this policy is implemented throughout the organisation.

Signed:



Position: DIRECTOR

Date: 22/01/10