

Aquacair Ltd commitment to equality and diversity

Aquacair Limited believes that excellence will be achieved through recognising the value of every individual. We aim to create an environment that respects the diversity of employees and enables them to achieve their full potential, to contribute fully, and to derive maximum benefit and enjoyment from their involvement in the business.

To this end, Aquacair Limited acknowledges the following basic rights for all employees or potential employees:

- to be treated with respect and dignity
- to be treated fairly with regard to all procedures, assessments and choices
- to receive encouragement to reach their full potential

These rights carry with them responsibilities and Aquacair Limited requires all employees to recognise these rights and to act in accordance with them in all dealings with fellow employees and clients. In addition, Aquacair Limited will comply with all relevant legislation and good practice.

No individual will be unjustifiably discriminated against. This includes, but not exclusively, on the basis of gender, race, nationality, ethnic or national origin, religious or political beliefs, disability, marital status, social background, family circumstance, sexual orientation, gender reassignment, spent criminal convictions, age or for any other reason.

Signed.

Date: 20.06.06

Review date: 19.06.2007

Tony Adams, Director