



**Triton Systems**

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## Equal Opportunities Policy

### 1. Policy Statement

The aim of this policy is to communicate the commitment of the directors and senior managers to the promotion of equality of opportunity in Triton Chemical Manufacturing Company Limited (Triton Systems).

It is our policy to provide employment equality to all, irrespective of age, colour, disability, ethnic or national origin, marital status, nationality, religion, race, gender or sexual orientation. Additionally, we communicate and conduct business successfully and happily with individuals and companies irrespective of all of the above.

We are opposed to all forms of unlawful and unfair discrimination. All employees, job applicants and others who work for us will be treated fairly and will not be discriminated against. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

### 2. Scope

The equal opportunities policy of Triton Chemical Manufacturing Company Limited (Triton Systems) applies to all those who work for the company, or those who apply to work for the company.

### 3. Equality Commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all are treated with respect
- Preventing occurrences of unlawful discrimination whether direct or indirect
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Regard all breaches of the equal opportunities policy as misconduct which could lead to disciplinary proceedings

### 4. Monitoring and Review

The company's equal opportunities policy will be monitored and reviewed on a regular basis and action taken as necessary to improve and develop its equal opportunities policy.

### 5. Complaints

Employees who believe they have suffered from any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed procedures set out in their contract of employment.

All complaints will be dealt with seriously, promptly and confidentially. This will include a thorough investigation of all allegations.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or fair employment tribunal under current anti-discrimination legislation.

However employees wishing to make a complaint to a tribunal will be required to raise their complaint under our own internal grievance procedure as set out in their contract of employment.

A handwritten signature in black ink, appearing to be "Neil Taylor".

Signature: .....

Date: August 2011 .....

Neil Taylor (Director)