

RACIAL EQUALITY STATEMENT

Training

All employees will have full and equal access to training, retraining, promotion and career development opportunities, subject to company requirements, and based on their individual aptitudes and abilities.

Equal opportunities

1. JJ MAINTENANCE LTD. is committed to the development of positive policies to promote equal opportunity in employment regardless of employees' creed, colour, race or ethnic origins. This principle will apply in respect of all conditions of work.
2. Opportunities for training and promotion will be drawn to the attention of all eligible employees.
3. Where any employee considers that he or she is suffering from unequal treatment on the grounds of creed, colour, race or ethnic origins and this cannot be resolved at company level, the matter will be subject to the provisions of the national BPIF/GPMU disputes and differences procedure if appropriate. If necessary advice will be sought from the appropriate external organisations.
4. The operation of this racial equality policy will be reviewed on a regular basis.

