

Equal Opportunities Employment Policy

The objectives of our EOEP are to:

- Ensure that OCF Limited has access to the widest labour market and secures the best employees for its needs.
- Ensure that no applicant or employee receives less favourable treatment, and that, wherever possible, they are given the help they need to attain their full potential to the benefit of OCF Limited etc and themselves.
- Achieve an ability-based workforce, which is in line with the working population mix in the relevant labour market areas.

The cooperation of all employees is essential for the success of this policy. However, ultimate responsibility for achieving the policy's objectives, and for ensuring compliance with the relevant Acts of Parliament as well as the various Codes of Practice, lies with OCF Limited.

Behaviour or actions against the spirit and/or the letter of the laws on which this policy is based will be considered serious disciplinary matters, and may, in some cases, lead to dismissal.



Signed:

Russell Slack
Managing Director
OCF Limited

Date: 12th November 2019

Review Date: 12th November 2020