

COMPANY POLICY FOR INTERNATIONAL STANDARDS	<b>COMPANY POLICY</b>
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PENNINE INSTRUMENT SERVICES LIMITED	<b>Issue No. 4.2</b>
TITLE OF SECTION	<b>Issue Date 19/04/10</b>
QUALITY MANUAL	<b>Issued By GEB</b>

**3.5 EQUAL OPPORTUNITIES POLICY**


3.5.1 The aim of this policy is to communicate the commitment of the Directors and senior management team to promotion of equality of opportunity in Pennine Instrument Services Ltd.

3.5.2 It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment.
- Marital or civil partnership status.
- Having or not having dependants.
- Religious belief or political opinion.
- Race (including colour, nationality, ethnic or national origius, being an Irish/New Age Traveller.
- Disability.
- Sexual orientation.
- Age

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

3.5.4 The Equal Opportunities Policy will be reviewed for compliance and content at each management review.



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G E Bell, Managing Director