



Equal Opportunities Policy Statement

Catalis Ltd is committed to the principle that any decisions, and responsibilities to clients or employees, shall not be prejudiced by race, religion, gender, sexual orientation, marital status, age or disability.

This policy applies to all aspects of our business, and to this end Catalis Ltd will review it on a regular basis and ensure that it is distributed and promoted throughout the Company.

In practice we will ensure that all promotion, training, recruitment and selection decisions are based on fair and objective criteria, which are relevant to an individual's merits and abilities.

We will, wherever practicable, make reasonable adjustment to enable job applicants or existing employees that are, or have been disabled, to enter or continue employment with the Company. Opportunities, benefits and facilities at work will not be unreasonably limited and all reasonable efforts will be made to ensure disabled staff are able to participate fully in workplace activities.

We will, where reasonably practicable and with no detrimental consequence on safety, provide fair and undiscriminating access to assessment and training services for all of our clients.

All employees are aware of their own rights to be treated in a fair and equitable manner, and anyone who feels they have been treated unfairly or discriminated against can raise the matter through the recognised grievance procedure.

Signed

A handwritten signature in black ink, appearing to be "E. J. K.", written in a cursive style.

Position

Technical Director

Date

04/09