



Equal Opportunity Policy Statement

The following statement form part of the Company Policy for Health, Safety and Welfare and complies with the Commission for Racial Equality's Code of Practice for Employment, as approved by Parliament in 1983:

The satisfactory operation of our Equal Opportunity Policy is the responsibility of every employee within the Company but principally the Managing Director to whom all queries should be directed.

Lakehouse Contracts Ltd are an Equal Opportunity Employer. We encourage diversity and recognise that people should be valued as individuals. We also value the qualities that different people bring to their jobs, to the resolution of problems and to the development of business opportunities. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the ground of race, colour, nationality, ethnic or national origins, sex, marital status, or religion, or is disadvantaged by conditions or requirements, which cannot be shown to be justifiable.

Selection criteria and procedure are frequently reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees are given the opportunity for training, including equal opportunity to allow progression within the organisation. The Company is committed to a programme of action to make this policy fully effective.

Vacancies within Lakehouse Contracts Ltd are advertised as widely as possible both internally and externally through Job Centres, Careers Offices and the Press. Personnel at these institutions are informed of the Company positive Equal Opportunities Policy to ensure that a wide range of applicants is referred for consideration. It also states on our press advertisements and on instructions to recruitment agencies that Lakehouse Contracts Ltd are an Equal Opportunities Employer.

As an equal opportunities employer the company endeavours to ensure that each individual is given the same rights to contractual pay and benefits as required under the Equal Pay Act (1970). Our central personnel department maintain a pay and benefits policy and review this regularly to ensure that it is fair and non-discriminatory.

All applications for employment received are monitored and recorded in respect of the applicant's ethnic origin, gender and any disability. All applicants receive a copy of our Equal Opportunities Policy with their application pack.

Any employee who feels that he/she has any grievance for whatever reason, but especially discrimination or harassment of any kind, has the opportunity to make known his/her grievance to his/her Supervisor and if not satisfied with the action taken as a result of his/her complaint, can inform the Managing Director of the grievance. The Managing Director shall endeavour to rectify the situation at the earliest opportunity.

The Company prohibits any acts of discrimination, harassment or victimisation; any employee found guilty of such acts is subject to disciplinary procedure, which may result in dismissal.

Any employee wishing to belong to any recognised Trade Union is free to do so provided that he/she agrees to comply with all the conditions of employment within the Company and that the Trade Union does not conflict with the wishes of the majority of the employees.

The Equal Opportunities Policy is subject to regular review of its contents and for any changes that may be required by current legislation. All employees have the opportunity to comment on our policy and when policy revisions occur it is re-circulated to all staff.

Chief Executive

Date: 7th March 2007