



Equal Employment Opportunity Policy

E2E Services (E2E) has a policy to providing equal employment opportunity outlined below.

E2E manages its affairs in accordance with the principles of equal employment opportunity for all employees and complies with anti-discrimination and equal employment opportunity laws.

E2E is committed to ensuring that selection, appointment and promotion of employees is based on merit fostering a positive, inclusive environment, where sexual harassment and discrimination are not tolerated.

Measures will be taken to identify and resolve equity problems and to see improvement by inviting employees to contribute where appropriate.

E2E will not discriminate against individuals because of their; religion, sex, race, marital status, pregnancy, political conviction, physical impairment/disability, age, family responsibilities, criminal record and sexuality.

E2E will apply the merit principle in its management practices and will ensure that:

- Selection of new employees is decided solely on personal merit related to objective criteria as defined for the effective performance of the job in position descriptions and person specifications. Issues such as race, colour, sex or other irrelevant differences will be ignored, as they are unrelated to the merit of the applicant.
- Decisions on promotion with the Group are also solely based on personal merit and defined criteria requirements for each job.
- Provision of training and development to employees is based on equal opportunity principles, taking into account the Group's needs and the experience and past performance of individual employees.
- Decisions on retrenchment and/or dismissal are related to job requirements only and ignore race, colour, sex or other irrelevant individual differences.
- Employee counselling is objectively based, with the sole purpose of identifying strengths and weaknesses in job performance and agreeing action to overcome weaknesses based on defined criteria for each job.
- Terms and conditions of employment are determined and administered in a manner based on non-discriminatory criteria.

To maintain this Policy, it is the responsibility of each manager to ensure that interaction between employees in E2E is completely free of any restrictions or harassment.

A handwritten signature in blue ink, appearing to read 'Grant Moffat'.

Grant Moffat
Managing Director
E2E Services

January 2010