

## Employment Policy

### General Statement of Policy

Walstead Group offers equal opportunities in recruitment, training and promotion, and in terms and conditions of employment without discrimination on grounds of age, sex, marital or civil partnership status, ethnic status and nationality, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity/paternity/adoption leave status or disability.

The Group is committed to ensuring and maintaining a highly productive, skilled and flexible workforce, where people are treated fairly and have the ability to maintain a healthy work-life balance. The Group abides by all current UK legislation and has policies and procedures in place to ensure compliance.

Companies in the Group are charged with ensuring that all employees understand their responsibility for the active implementation of this policy. Responsibility for implementing recruitment policy, staff training and development lies with the operating divisions.

Walstead Group recognises the great importance of internal communication and consultation. The operating divisions have clear responsibility for keeping their employees fully informed about the state of the business.

Incentive programmes and performance-related bonuses for managers are being used increasingly throughout the Group. Decision making is devolved to the greatest extent possible and an individual's performance is measured and rewarded against clearly defined objectives.

Employees are rewarded equally and fairly for work or equal value. Employees are all paid above the national minimum wage.