

Equal Opportunities Policy

The provision of equal opportunities in employment is an objective of RBI. The company intends to conduct its business in a manner which will not disadvantage any employee or job applicant on any of the following grounds: race, colour, nationality, age, sex or sexual orientation, ethnic origin, marital status, disability or religion. The company will, therefore, ensure that:

- * No job applicant or employee receives less favourable treatment than another.
- * No job applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on a particular group.

To this end, management will ensure that:

- * Promotion and training opportunities and the procedure for applications are made known to all eligible employees so as not to exclude or disproportionately reduce the numbers of applicants from a particular group
- * Selection criteria for appointments, promotion and training are solely related to the job or training requirements
- * Terms of employment, benefits, facilities and services are afforded equally to all employees in the same or similar circumstances
- * Grievances concerning discrimination, victimisation and harassment are dealt with in accordance with the company's normal grievance procedure
- * Criteria for dismissal, including redundancy, will be consistent with the provisions of the company's disciplinary rules, warnings and dismissals procedure and with the redundancy procedure.

Collective Responsibility

Individual employees at all levels are responsible for ensuring the provision of equal opportunity for all fellow employees and job applicants. They must not:

1. Discriminate or harass them in the course of their employment.
2. Attempt to induce their colleagues to practise any form of discrimination.
3. Victimise individuals who have made allegations or complaints of discrimination or provided information about discriminatory practices.

Management at all levels is expected to set an example in non-discriminatory behaviour.

The Human Resources director is responsible for the provisions of the equal opportunities policy and for ensuring that monitoring is carried out to ensure that discrimination is not encountered anywhere in the company.