



Equal Opportunities Policy Statement

It is the policy of Cameron Forecourt Ltd to conduct its business without prejudice on the grounds of colour, race, religion, sexual orientation or preference, physical ability or appearance or any other prejudice which may discriminate against personnel from any minority or majority group. This policy equally applies when dealing with existing or potential staff members, clients or any others with whom the company may have connection with in the pursuit of its day to day business.

The company fully recognises and understands it's obligations to carry out its business affairs in accordance with these standards and has appointed the Managing Director, Barry Jenner, as being the person within the organisation who has the overall responsibility for all matters relating to equal opportunities. Individual departmental managers are responsible for ensuring that the company policy on equal opportunities is upheld on a day-to-day basis.

Whilst the Directors and Managers of Cameron Forecourt Ltd will do all that is within their power to ensure the company maintains its standards on equal opportunities, it is recognised that it is the responsibility of each and every individual member of staff to act accordingly. It is the duty of each employee to ensure that they follow these standards and to report any situation which they consider may impinge on the equal opportunities policy of the company.

The management of Cameron Forecourt Ltd will provide all employees with any training that may be necessary to carry out their tasks in accordance with the equal opportunities policy. However, if an employee is unsure how to perform a certain task or feels it would be detrimental to the equal opportunities policy of the company to perform a specific job then it is the employee's duty to report his concerns to a supervisor, manager or director.

When selecting personnel for employment or promotion, (whether or not the applicant is from existing staff or from an external source), any appointment made will be based purely on the applicant's ability and suitability to do the specified job in accordance with the company's high standards. This will include the ability to interface with other staff members, suppliers and clients in a spirit of willingness and to represent the company in a professional manner and uphold its rules and policies.

Cameron Forecourt Ltd will not place business with any particular supplier nor exclude any other from providing goods or services on the grounds of favouritism or preference based on any consideration other than good value, service and a proven ability to meet its high standards and specifications.

The Directors and Management of Cameron Forecourt will not tolerate bullying or tormenting in the workplace under any circumstances, and expects all if its employees to respect the opinions and cultures of others. This equally applies to those representing minority groups, who must not impose their beliefs, opinions or practices on others. The highest moral standards are required and expected from all staff, who are also expected to dress in a manner which will not cause offence and is practical wear for the tasks they are expected to carry out in the normal pursuit of their daily business.

Cameron Forecourt Ltd's equal opportunities policy will be continuously monitored and updated as and when changes in the scale and nature of our operations occur. The policy will be reviewed and updated at least annually.

A handwritten signature in black ink, appearing to be 'BJ', enclosed within a simple circular outline.

Barry Jenner (Managing Director).
October 2010