

Equal Opportunities Policy Statement

The High Performance Organisation Group (HPO) is committed to operate in a way that treats all individuals involved with the company in an absolutely equal manner. It will operate in way that fully takes into account the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disabled Persons (Employment) Act 1944 & 1558. It is a core principle of the HPO that everyone involved with the company will have an equal opportunity to both contribute and therefore benefit from what we do

In order to achieve this aim, the following arrangements will be put in place, to be undertaken within the normal operations of the company:

- The vital importance of Equal Opportunity and the requirement to take necessary account of it will be communicated to all who operate on behalf of the company. It will be reinforced at appropriate intervals.
- All necessary training, information, instruction and supervision will be provided to ensure employees and associates understand their responsibilities towards Equal Opportunity and to address any issues that may arise as a result of the operations of the company.
- Full recognition of this commitment to Equal Opportunities will be included within all recruitment, employment and training undertaken by the company.
- Ideas and suggestions for improving current arrangements will be welcomed and reviewed, in order to improve the level of Opportunity for all over time.
- The effectiveness of the company's Equal Opportunities arrangements, and the ways in which they are implemented will be monitored at intervals to ensure they are being operated effectively.

Julie Rosam
Director

14th January 2004