

## Equal Opportunities Policy

It is the policy of YJL Infrastructure Ltd that there shall be no discrimination or less favourable treatment of employees or job applicants in respect of race, colour, ethnic or national origins, religion, religious beliefs, sex, sexual preference, sexual orientation, political beliefs, marital status, or disability.

It is YJLi policy to engage, promote and train staff on the basis of their capabilities, qualifications and experience, without discrimination, and all employees will receive equal opportunity to progress within the YJLi.

In order to put this equal opportunities policy into practise in the day to day operation of the business

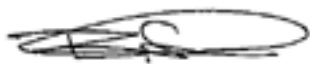
YJLi will:

- Monitor decisions on recruitment, selection, training and promotion and to frequently review the selection criteria and processes to ensure they are based solely on objective and job related criteria
- Provide training for managers to ensure that they understand the nature of discrimination and are fully aware of their responsibilities in implementing our equal opportunities policy.
- Provide information and advice on the implications of the relevant legislation and on assistance available to help in the employment of people with disabilities.
- Ensure that any grievance involving discrimination or harassment is considered seriously, thoroughly and fairly.
- Encourage our sub-contractors to adopt policies and working practises which reflect our own views on equal opportunities.
- Bring this policy to the attention of all of our employees and our subcontractors.

The Directors of the company fully support this policy statement.

All employees are responsible for playing their part in achieving its objectives.

The policy will be reviewed on a regular basis.



**Brian Shepherd**  
**Managing Director**

