

Equal Opportunities Policy

DFS is committed to the principle of equal opportunity in employment.

Accordingly, we have designed our policies for recruitment, selection, training and promotion to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, age, disability, religion or belief, sex, marital status, sexual orientation, gender reassignment, pregnancy or maternity. Our overall aim is to ensure that individuals are selected, promoted and generally treated on the basis of their relevant aptitude, skills and abilities.

It is fully acknowledged that management has the responsibility for ensuring the implementation of this policy by:

- Not discriminating in the course of employment against existing employees or applicants.
- Not inducing or seeking to induce others to practice discrimination.
- Advising employees that any discrimination on their part may lead to disciplinary action.

We also believe that employees have a responsibility to assist in the achievement of our aims by:

- Not discriminating in the course of employment against fellow employees, customers, suppliers or members of the public with whom they come into contact.
- Not inducing or attempting to induce others to practice discrimination.
- Reporting any discriminatory action to the Human Resources Director.

Any employee who feels he or she is a victim of discrimination may raise the issue through the Company's Grievance Procedure.

If any evidence comes to light that an employee or a member of the management team has acted in breach of this policy then they may be subject to disciplinary action under the Company's Disciplinary Procedure.