



STATEMENT OF EQUAL OPPORTUNITY POLICY

Statement of Intent

This policy covers all aspects of employment, from vacancy advertising, selection recruitment, training, appraisals and development of staff. The only consideration must be that the individual meets, or is likely to meet the requirements of the position.

The requirements being met, the Company undertakes:

- No employee will be discriminated against on the basis of their sex, race, colour, ethnic origin or
- Nationality (within current legislation), disability, marital status, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

The company is committed to provide a working and social environment in which the rights and dignity of all its members of staff are respected.

The policy therefore means that all employees of Toucan have the right to work in an environment free from discrimination, prejudice and any form of harassment.

Toucan is committed to a programme of action to ensure that its policy is implemented and monitored at an organisational and individual level.

The Company Secretary is responsible for the effective operation of the company's Equal Opportunities Policy.

Signed for and on behalf of Toucan Sales Promotion Limited

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Ms Samantha Lepore
Company Secretary