

Equal Opportunities Policy Statement

Barr Limited is committed to encouraging and ensuring fairness and equality of opportunity at all stages of employment, including recruitment, for all employees of the Company.

The Company considers that any form of discrimination or less favourable treatment on the grounds of sex, marital status, disability, race, ethnic origin, sexual orientation, religion or belief is unacceptable in terms of good employment practice and legal obligations. The Company recognises that all employees are entitled to dignity at work.

The Company has therefore adopted an equal opportunities policy to ensure that there shall be no discrimination, in accordance with relevant legislation concerning discrimination.

Training and guidance on equal opportunities will be provided to all members of staff within the Company so as to ensure that they fully understand their responsibilities under legislation, good practice guidelines and in terms of our Policy, to ensure that there is no unequal treatment of any individual or group within the workplace on any of the above grounds.

The Company expects all employees to ensure that this Policy and its principles are applied in practice. To this end, Barr Limited will seek to establish effective monitoring, reviewing and record keeping systems to ensure effective implementation and development of this Policy. Reports on monitoring and action taken will be submitted regularly to the Chairman.

The Company is committed to providing equal opportunities to all prospective and existing employees to ensure that there will be no discrimination or less favourable treatment of any employee on the grounds of sex, marital status, disability, race, ethnic origin, sexual orientation, religion or belief, and will seek to eliminate any such discrimination or less favourable treatment of which they are aware. The Company requires the assistance of all members of staff to ensure that the principles of equal treatment for all are maintained.