

1. FIRST MILE LTD EQUAL OPPORTUNITIES POLICY

1.1 Equal Opportunities - Statement

1.1.1 It is the Company's policy to provide equal opportunities in employment irrespective of race, colour, nationality, ethnic or national origin, sex, mental or physical disabilities, age, marital or civil partnership status, actual or perceived sexual orientation, gender re-assignment, religion or belief.

1.1.2 This policy applies to all Employees and to all applicants for employment.

1.1.3 The Company is committed to the promotion of equal opportunities and to ensure that the human resources, talent and skills of all Employees are maximised.

1.1.4 The Company's policy is to treat all Employees with respect and dignity, and to ensure that Employees are not victimised or subjected to harassment or discrimination on the grounds outlined above in Section 1.1.1.

1.1.5 The Company seeks to fulfil this commitment to equal opportunities through the application of policies and procedures, which are consistent and equitable, and recognise the expertise and ability of each individual.

1.1.6 All allegations of discrimination will be thoroughly and promptly investigated. Where allegations are substantiated, appropriate disciplinary action up to and including dismissal will be taken against any person responsible.

1.1.7 The Company is committed to equal pay in employment. It believes its male and female Employees should receive equal pay for like work, work rated as equivalent or work of equal value. In order to achieve this, the Company will endeavour to maintain a pay system that is transparent, free from bias and based on objective criteria.

1.1.8 The Company will make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

1.1.9 The Company is committed to equality of opportunity for all job applicants. The Company will therefore consider for employment ex-offenders with spent criminal convictions on their individual merits. The Company's approach towards employing ex-offenders differs depending on whether the job is or is not exempt from the provisions of the Rehabilitation of Offenders Act 1974. Under that Act it is unlawful to refuse to engage a job applicant or to dismiss an Employee on the grounds of a spent conviction. A conviction becomes spent after a period of time that runs from the start of the sentence. The period of rehabilitation is related to the type and length of the sentence, not to the offence. However, if the job into which the Company is seeking to recruit is one of the excluded occupations and professions listed in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended), the job applicant must disclose

all convictions, whether spent or unspent, and the Company may exclude from employment or dismiss any such person because of a criminal conviction

This policy has been approved & authorised by:

Name: Bruce Bratley

Position: Chief Executive

Date: 01/11/2018

Signature:

A handwritten signature in purple ink, appearing to read 'Bruce Bratley', is positioned to the right of the 'Signature:' label.