

EQUAL OPPORTUNITIES STATEMENT

Claphams Landscape Services Limited is an Equal Opportunities Employer. The Company are committed to this statement so as to make full use of the talents and resources of all our employees.

The aim of our policy is to ensure that no employee or applicant receives less favourable treatment on the grounds of:

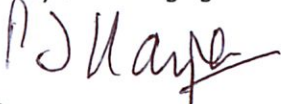
- gender
- ethnic origin
- colour
- race
- marital status
- age
- social class
- creed
- disability
- or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

This equal opportunities principle will apply to:

- recruitment
- promotion
- training
- pay and benefits; including holidays, pension, bonus etc
- procedures
- all terms and conditions of employment

Senior management within the Claphams Landscape Services Limited have made a commitment to pursue policies that are designed to promote equality and eliminate discrimination.

Signed by the Managing Director of Claphams Landscape Services Limited:



Date:

3-7-15