

It is the policy of Quicksilver to provide equal employment opportunities in accordance with the developments in the field of race relations, sex equality, sexual orientation, marital status, gender reassignment, religion or religious belief, age, disability and the legislation to protect against discrimination in employment. These policies are related but not limited to: recruitment and selection, appointments, promotion, transfer, leave of absence, termination, rates of pay, training and use of facilities.

The company is committed to an on-going programme of equal employment and non-discrimination for all. These policies also relate to how we offer and provide services to our customers and the community. The company aims to encourage, value and manage diversity amongst our workforce, in order to ensure that all sections of society are represented and that all employees are respected and valued.

It is the further policy of the company that employees will be promoted on a fair and non-discriminatory basis. In order to achieve this, the promotion criteria will always relate specifically to the individual employees ability, aptitude and suitability compared to the requirements of the job.

The company will periodically review this policy to ensure it aims are being met, and this will be carried out on an annual basis. All employees are advised of the detail of this policy during the Induction Procedure and it is incorporated into the Employee Handbook.

It is the duty of all employees to accept their personal responsibility for the practical application of these policies.

The Managing Director will ensure that all persons are selected, promoted and treated equally on the basis of their relevant aptitudes, skills and abilities without regard to race, colour, religion, religious belief, age, national origin, sex, sexual orientation or disability. All staff are required to comply with this policy and acknowledgement is given to the specific responsibilities which fall upon management, supervisors and individuals involved in recruitment and employee administration.

To further ensure that direct or indirect discrimination is not occurring within the company, the recruitment and other employment decisions will be regularly reviewed in conjunction with ethnic records of job applicants and existing employees.

The company is committed to a programme of action to make this policy fully effective. It is our policy as an employer to comply with our statutory obligation under the Race Relations Act 1976 and it is our practice not to treat one group of people less favourably than others because of their colour, race, nationality or ethnic origin in relation to our decisions to recruit, train or promote employees.

To safeguard individual rights under the equal opportunities policies of the company if you believe that the company has applied inequitable treatment to you, you may raise this matter through the Company Grievance Procedure.