

# I.G. Global Services Ltd.

## **EQUAL OPPORTUNITIES POLICY**

I.G. Global Services Ltd. is committed to operating all aspects of its business in an ethical manner:-

- We do not discriminate on the grounds of gender, marital status, sexual orientation, trans-sexualism, age, race, ethnic origin, religious conviction or disability. Staff have equal opportunities for employment and advancement on the basis of their ability, qualifications and suitability for the work.
- The Company will therefore apply employment practices which are fair and consistent with the skills and abilities of its employees. These policies will ensure that all employees are afforded equal opportunity for recruitment, training and promotion.
- It is the responsibility of all employees to accept personal responsibility for the practical application of the Company's Equal Opportunities policy or harassment of any employee by another will result in dismissal. We do not tolerate any form of harassment, bullying or intimidation and we ensure complaints are dealt with promptly, effectively and fairly.
- The company's equal opportunities policy is intended to eliminate discrimination and reflect a zero tolerance to harassment and bullying. Any breach of policy will be considered a disciplinary offence and subject to our normal disciplinary procedures.

This policy will be brought to the attention of all employees, made available to the public and reviewed on an annual basis.

B. Ihenachor  
Managing Director  
December 2003