

## EQUAL OPPORTUNITIES POLICY

06 January 2019

Oiltech Bearings believes that freedom from discrimination and equality of opportunity are fundamental rights and that each person should be valued regardless of age, race, gender, disability, sexual orientation, religion or belief and social class. Oiltech Bearings recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Company and its employees to utilise the skills of the total workforce.

It is the aim of the Company to ensure that no employee or job applicant receives less favourable treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics under the Equality Act 2010).

Harassment of any kind (specifically in the areas covered by the policy) will be considered a disciplinary offence. Harassment may involve derogatory and discriminatory remarks, ridicule, unwanted physical contact, or physical assault; employees could be liable for dismissal for gross misconduct.

Patrick Chester  
Managing Director