

Equal Opportunity Policy Statement



RELAY Software Limited will provide equal opportunity for all job applicants and employees. All recruitment, promotion and training will be based upon an individual's ability and job performance and will exclude any consideration of an applicant's/employees religious beliefs, political opinion, sex, marital status or disability.

Relay Software Limited is committed to the maintenance of a neutral working environment in which no worker feels under threat or intimidated because of his/her religious belief or political opinion, e.g. prohibit the display of flags, emblems, posters, graffiti or the circulation of materials or the articulation of slogans or songs which are likely to give offence or cause apprehension among particular groups of employees.

Relay Software Limited will ensure that its recruitment and selection procedures, are consistent, provide equality of opportunity and are seen to be fair by all employees and job applicants. Selection will be based on ability to do the job in question.

Relay Software Limited will not directly or indirectly discriminate on the grounds of religious belief or political opinion.

Relay Software Limited will adopt, where practical, affirmative action measures to ensure the provision of equality of opportunity and fair participation of Roman Catholics and Protestants.

Breaches of this policy will be regarded as a disciplinary offence.

This policy will be reviewed, in consultation with employees, to take account of changing circumstances.

Relay Software Limited will carry out a review of employment procedures and practices as specified in Article 55 Review of the Fair Employment and Treatment (NI) Order 1998.

Responsibility for the implementation of this policy rests with Relay Software Limited.