



Equal Opportunities

Roscan Electronics Ltd. values the importance of Equal Opportunities in the workplace.

Roscan Electronics Ltd. recognises that everyone has the right to be treated fairly at work and to be free from direct or indirect discrimination on the grounds of age, race, gender, disability, sexual orientation, religion or belief. These needs and rights apply to all those employed by Roscan Electronics Ltd. and also extend to each of our Customers and Suppliers.

It is the policy of Roscan Electronics Ltd. to ensure that the employment, pay, training or promotion of any individual is based only upon their skills, abilities and how they do their job.

It is the policy of Roscan Electronics Ltd. to treat all persons fairly, with dignity, respect and recognition of each individuals' talents and needs.

It is the policy of Roscan Electronics Ltd., as far as is practicable, to eliminate discrimination and harassment from the workplace. This includes encouraging employees not only to resist participating in discriminatory behavior or harassment, but also to actively promote the implementation of equal opportunities in the work place.

Roscan Electronics Ltd. provides protection for employees from discrimination and or harassment in the workplace on the following grounds:

- Sex or marital status
- Sexual orientation
- Pregnancy, childbirth or the taking of maternity leave
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Age
- Disability
- Contract

It is the responsibility of each employee of Roscan Electronics Ltd. to:

- Fully co-operate with any measures introduced to develop equal opportunities & diversity.
- Respect the sensitivities of others.
- Refrain from taking discriminatory actions, contrary to this policy and, to ensure that those who report to them also comply with this policy.
- Ensure that any employee who has made, or supports, complaints in respect of a breach of this policy are not victimised, but treated fairly.

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Mistreatment by any employee of other members of staff may result in a verbal or written warning and may even result in dismissal on the grounds of gross misconduct. This applies to all members of staff, at all levels and at all stages of employment.

If any employee of Roscan Electronics Ltd. feels that they are being harassed, bullied or discriminated against, they should follow the grievance procedure. Any employee of Roscan Electronics Ltd. can be assured of the full support of the company in any cases of discrimination, harassment or bullying at work. This support also extends to the treatment of any Supplier or Customer of Roscan Electronics Ltd.

The Directors of Roscan Electronics Ltd. will make themselves readily available for the resolution of any issues regarding discrimination, harassment, or bullying.

