

# The JPM Group

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## STATEMENT OF NON-DISCRIMINATION POLICY

JPM Group, trading as JPM Contractors Ltd and JPM Plant Hire Limited, (hereinafter "JPM" or "the Company") is committed to comply with all laws, regulations, and orders, including the policies of the Council of Europe, which pertain to non-discrimination and affirmative action. The Company is committed to developing and implementing a program of non-discrimination and affirmative action and promotes inclusion and participation for the purpose of providing a non-discriminatory work environment. JPM will recruit, hire, train and promote persons without regard to race, colour, religion, sex, national origin, age, disability, marital status, or sexual orientation so as to further the principle of equal employment opportunity and diversity. JPM directs all personnel (full or part-time, permanent or temporary) to ensure that decisions relative to employment, conditions of employment and access to services and benefits be made without regard to race, colour, age, religion, national origin, sexual orientation, sex, marital status, disability, or status.

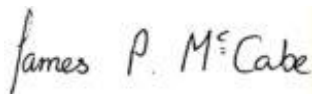
JPM directs all personnel to maintain an environment that is free of racial or sexual abuse and harassment. Acts by anyone that adversely affect another person's employment, conditions of employment or receipt of services which are a violation of this policy will be subject to appropriate disciplinary action.

JPM will ensure that reasonable accommodation will be made to facilitate the participation of persons with disabilities in all such activities consistent with applicable laws, orders and policies. Exceptions may be made in matters involving bona fide occupational qualifications or where this policy conflicts with laws, rules, regulations, or orders.

JPM's commitment to non-discrimination applies to all Company sponsored programs and activities as well as those that are conducted in cooperation with or in the name of the Company. This policy is to be observed by all full-time and part-time staff, consultants, volunteers, associates, helpers, and any other persons engaged in Company business or acting on behalf of or in the name of the Company.

**Dated:** 01/02/17

**Signed:**



Mr. James P McCabe Managing Director



The JPM Group is the trading name of JPM Contractors Ltd (Registered in England & Wales Number 03910982) and JPM Plant Hire Ltd (Registered in England & Wales Number 05981120))

