



EQUALITY AND DIVERSITY STATEMENT:

The purpose of this statement is to provide diversity and equality to all employees of Soundguard Acoustics Ltd, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.

Soundguard Acoustics Ltd opposes all forms of unlawful and unfair discrimination and all employees, whether part time, full time or temporary, will be treated fairly and equally.

All employees of Soundguard Acoustics Ltd will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

This statement is implemented within the framework of the relevant legislation:

- Equal Pay Act 1970 (Equal Value Amendment 1984)
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999)
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Disability Discrimination Act 2005
- Employment Equality (Age) Regulations 2006

A handwritten signature in black ink, appearing to read "Rob Shaddick".

Rob Shaddick, MIOA
Director

April 2008

Mission Statement: To deliver clear acoustic solutions, advice, assessment and monitoring throughout the UK with a guaranteed professional service that responds to the clients need.