

## EQUAL OPPORTUNITIES POLICY

CFS believes that the talents and resources of all employees should be used in full for the best interests of the individual, the community and the Company.

It is our policy to give equal opportunities to all, both in access to employment and opportunities within employment.

No job applicant or employee will receive less favourable treatment on the grounds of gender, marital status, social class, ethnic origin, religious belief, sexual orientation or disability. Nor will they be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.

We believe that it is in our best interests to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

Every possible step will be taken to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training or promotion are based on objective and job related criteria.