



Equal Opportunities Policy

Boston Networks Limited is an equal opportunities employer.

Discrimination can take many forms and can be on the grounds of age, race, sex, disability, part time status, fixed term status, notice of intention to take or taking adoption, maternity, paternity and/or parental leave, gender reassignment status, marital status, sexual orientation and religion or belief.

This non-contractual policy applied to all aspects of employment from advertising of posts, selection, engagement, employment, training and promotion of people, which shall be on the basis of objective factors being their aptitude, performance and ability. This policy applies to all Boston Networks employees without regard to race, colour, nationality, ethnic origin, national origin, sex, disability, part time status, fixed term status, and personal orientations including marital status, religion or belief. In addition, we have also extended this policy to include discrimination on the grounds of age by taking into consideration Age

Discrimination Regulations that will come into force in the UK by 2006.

Boston Networks observes the Codes of Practice published by the Commission for Racial Equality, the Equal Opportunities Commission, the Disability Rights Commission. Boston Networks recognises that all forms of prohibited discrimination are types of unlawful act. Thus shall be brought to the notice of all employees as well as their prohibition by Boston Networks employees by the issue of this policy in order to provide equality and fairness for all in our employment.

To this end, as an Equal Opportunities employer, Boston Networks ensures that:

- Boston Networks Codes of Practice are applicable to employees to assist in the fair treatment of all employees, and performance of their work duties in a non-discriminatory way.
- Boston Networks creates a working environment that promotes dignity and respect to all at work, and in which diversity, individual differences and the contributions of all employees are recognised and valued.
- Those involved in the recruitment and selection process are given training on the application of the policy relative to their responsibilities.
- This policy is operating effectively (and for no other purpose) Boston Networks shall monitor and review the application of the policy at every stage including:
 - Recruitment and selection process
 - Promotion and transfer
 - Training
 - Terms and conditions of employment
 - Work life balance and sexual harassment policies
 - Grievance and disciplinary procedures
 - Resignations, redundancies and dismissals.
- Existing employment practices, procedures and policies are monitored, examined and revised where appropriate.
- The numbers of ethnic minorities employed and numbers of people with disabilities are monitored.
- Recruitment literature, advertisements and application forms state that Boston Networks is an Equal Opportunities Employer.
- Serious breaches of this policy shall constitute gross misconduct and may result in summary dismissal.
- Employees who believe acts of inequitable treatment have been applied to them within the scope of the policy are able to pursue the matter through the Company's grievance procedure.

Boston Networks believes that equality in the workplace in good management practice and makes sound business sense, and as such it is reflected in all sections of the staff handbook. Boston Networks long term aim is that the composition of the workforce should reflect the community in which we operate.

Signature: *S. Mewar*

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