

EQUAL OPPORTUNITIES POLICY

The principle of equal opportunities is viewed as fundamental to the employment relationship.

Our Commitment to Equal Opportunities

MYA views itself as an equal opportunity employer. MYA endeavours to ensure that within the framework of the law no employee, job applicant or candidate for promotion receives less favourable treatment on the grounds of colour, ethnic or national origin, sex, race, nationality, religion, religious belief, disability, family commitments, age, gender (including gender reassignment), sexual orientation, perceived sexual orientation, marital status or actual or suspected infection with HIV/AIDS.

Accordingly, MYA will endeavour to ensure that individuals are selected, promoted and receive treatment that is fair and on the basis of their relevant aptitudes, skills and abilities.

The reason for this attitude is MYA's conviction that it is in its own and the individual's best interests to achieve his/her full potential as well as the natural justice of this policy. MYA aims to ensure that all staff, achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria.

Discrimination

1. Direct discrimination can be defined as putting someone at a disadvantage for a discriminatory reason in relation to his or her employment whether this be intentional or unintentional.
2. Indirect discrimination consists of applying a requirement or condition which whether intentionally or unintentionally adversely affects one group considerably more than another and which cannot be justified.
3. Disability discrimination occurs where an individual is unjustifiably disadvantaged in employment/recruitment for a

reason connected with his/her disability unless the discrimination cannot be avoided by making reasonable adjustments.

4. Victimisation occurs where an individual is treated less favourably than colleagues, for instance because he/she has taken action to assert their statutory rights or assisted a colleague with information in that regard.

Recruitment

Recruitment and employment decisions will be made on the basis of fair and objective criteria. In particular no applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute indirect unfair discrimination. Our selection procedures are reviewed from time to time to ensure that they are appropriate for achieving our objectives and for avoiding unlawful discrimination.

Full details of MYA's recruitment procedure are available from HR.