

**JMH Group (John Martin-Hoyes Ltd., JMH Directional Drilling Ltd. and Abba
Plant Hire Ltd. incorporating APH Cranes & Access)**

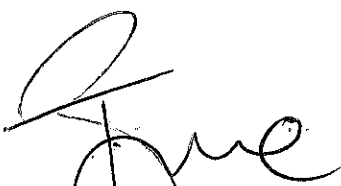
EQUALITY AND DIVERSITY POLICY

The principle of affording equal opportunity in employment recognises not only the basic obligation of an employer to provide equitable treatment in employment matters to all current and potential employees but also the practical advantages to an employer of refraining from any discriminatory practice which may impair its ability to make full use of the skills and aptitudes available within the potential or existing workforce.

In pursuit of this principle and mindful of the legislative framework that supports it:-

- 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

- Together with the associated Codes of Practice.



Tracy Bourne
Company Secretary
Date: April 2018