



EQUALITY, DIVERSITY & INCLUSION POLICY STATEMENT

The VGC Group and its associated companies are committed to the principles of equality, diversity & inclusion in employment, training, project management & service provision. We are opposed to any form of less favourable treatment through direct or indirect discrimination, harassment or victimisation to employees, job applicants, contractors, suppliers or training delegates based on the grounds of Age, Disability, Gender, Race, Religion, Sexual Orientation or any other groups that have traditionally been marginalised in society.

To achieve this VGC Group will:

- Promote Equality, Diversity & Inclusion for all.
- Work to eliminate unlawful discrimination.
- Promote good relations between people from different communities & social groups by understanding the diversity of our workforce and engaging with local communities, agencies, training providers & colleges.
- Advertising job vacancies locally in order to recruit a workforce that is representative of the local population.
- Become an exemplary employer, adopting best practice approaches in the recruitment, development & treatment of employees.
- Become an exemplary training establishment, adopting best practice approaches towards training & assessment delegates.
- Measure, monitor & review the impact of our policies & procedures.

Signed

A handwritten signature in black ink, appearing to read 'M J Fitzpatrick', is written over a light grey horizontal line.

M J Fitzpatrick
Managing Director
VGC Group

Date: December 2007