



EQUAL OPPORTUNITY STATEMENT

The Gulf Group is committed to promoting an organisational culture of open communication and personal participation which provides all employees with equal opportunities in their employment.

The Gulf Group will implement policies and practices, and through its people, apply them consistently to ensure –

- The best person for each job is employed;
- Employees are provided with sufficient opportunities to develop and effectively utilise their skills and competencies;
- Employee aspirations, capabilities and performance are considerations in all employment decisions;
- Any behaviour, innuendo or form of harassment that may create an intimidating, hostile or offensive work environment is eliminated;
- A fair approach, without discrimination, in all aspects of the employment relationship is maintained;
- Our social and legal obligations to our employees are fulfilled.

All employees are accountable for upholding the letter and spirit of the policy and eliminating any practices and behaviours which are a breach of this policy.

James E Cooper
General Manager

01st July 2009