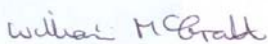


## **EQUAL OPPORTUNITIES POLICY**

1. This policy applies to Aga Foodservice Group plc companies throughout the world. Specific references to legislation are to legislation of the United Kingdom but the underlying principles and practical requirements of the policy are universally applicable.
2. The company is committed to the policy of equal treatment of all employees and applicants for employment and requires all employees to abide by and adhere to this general principle, all relevant legal requirements and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.
3. The company requires all operating units throughout the Group to adopt an Equal Opportunities policy reflecting the general principles set out in this statement, to implement the policy and to have in place an effective complaints procedure. All units shall have mechanisms in place to ensure that such policy is regularly updated to correspond with Group policy and to reflect any changes to relevant legal and other issues.
4. All employees are expected to abide by the requirements of applicable legislation including the Race Relations Act 1976, Sex Discrimination Act 1975 and the Disability Discrimination Act 1995. Specifically the following are prohibited:
  - (a) treating any individual less favourably than others on grounds of sex, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability or membership or non-membership of a Trade Union;
  - (b) imposing requirements on an individual which are, in effect, more onerous on that individual than they are on others and which are not warranted by the requirements of their position;
  - (c) victimisation or harassment of an employee or any third party (which for the purposes of this policy, and the actions and sanctions applicable thereto, is regarded as discrimination); or
  - (d) any other act or omission which, as its effect, places an employee or applicant at a disadvantage against another (or others) purely on the above grounds. Thus, in all disciplinary matters (and in consideration for training and promotion), it is essential that merit, experience, skills and temperament are considered as objectively as possible.
5. The company will investigate any claims of discrimination on the grounds stated in item 4, and, where such discrimination is found to have taken place the company shall take action to ensure that the discriminatory practice shall cease forthwith.
6. Any employee found guilty of discrimination will be instructed to desist forthwith. Since discrimination in any form is against company policy, any employee offending will be dealt with under the disciplinary procedure up to and including dismissal.

7. The company commits itself to the employment of disabled personnel whenever possible, and will treat such employees in aspects of their recruitment and employment in exactly the same manner as other employees, the difficulties of their disablement permitting. Assistance will be given, wherever possible, to ensure that disabled employees are helped in access to their workplace, and in progressing in their career, subject only to the opportunity existing, the applicant's suitability, talent, and wish for it.
8. All employees will be encouraged to undertake such training as may equip them to develop skills to be used in their employment.
9. It shall be the responsibility of the **Group's Executive Directors**:
  - (a) to implement this policy within the company ensuring that the heads of individual operating units carryout the policy at their units
  - (b) to submit a report every year to the Board on principal developments relating to the implementation of this policy and on progress towards long-term objectives
  - (c) to report immediately to the Board any occurrence in breach of the policy having serious implications, such a verbal report to be followed by written details as soon as is practicable.
10. The **Group's Executive Directors** can be contacted in writing to the registered office address, 4 Arleston Way, Shirley, Solihull B90 4LH. Alternatively, they can be contacted by e-mail at [csr@agafoodservice.com](mailto:csr@agafoodservice.com) or by telephone on 00 44 (0)121-711-6000.

Deleted:

A handwritten signature in blue ink that reads 'William McGrath'.

**William McGrath**  
**Group Chief Executive**  
**Aga Foodservice Group plc**

**Stephen Rennie**  
**Chief Operating Officer**

**Shaun Smith**  
**Group Finance Director**