



EQUAL OPPORTUNITIES POLICY

Issued: May 2009
Due for Revision: 2011

EGO Performance Company is a Limited Company registered in England and Wales No: 06579286
EGO Performance Company Ltd. recognises that many people in our society experience discrimination or lack of opportunity for reasons, which are not

fair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependants, appearance, geographical area, social class, income level or criminal record.

The Company will challenge discrimination and lack of opportunity in its own policy and practice. As a company we must try to aim to create a culture that respects and values each others differences and to see these differences as an asset to our work as they improve our ability to meet the needs of the organisations and people we serve.

EGO is committed to:

- Ensuring the principles of equality of opportunity underpins all provision to our audiences and participants.
- Promoting and celebrating the diverse community in which we live in all areas of the Company's activity.
- Ensuring equality of opportunity for all present and potential employees.

Implementation:

The Company's Equal Opportunities policy, its progress, achievements and administration is reviewed annually, by the Board of Directors.

Stakeholders are made aware of the policy by a Company statement that will be sent out with membership forms, Contracts of employment (Freelance contracts), Education/ Project contracts and other relevant published material.

EGO aims to use Equal opportunities monitoring forms to gather statistics of our membership, project participants & audiences demographic to aid the evaluation and planning of future activity.

EGO will advertise employment positions in the relevant media to the vacancy with the intention to attain the widest coverage and access to the information by applicants.

Equal Opportunities Monitoring Forms are issued to all job applicants.

The Company will promote Equal Opportunities practice with all staff and associates when undertaking company activity.

The Board of Management commits to providing training and guidance to employees re Equal Opportunities Policy and practice to ensure understanding of their responsibilities and rights.

All employees (paid or non paid), at every level, have an individual responsibility for ensuring Equal Opportunities are provided to all audiences, participants and associates of the Company.

Process:

EGO aims to foster an atmosphere of trust, harmony and respect. If any Company member is exposed to prejudice or discrimination whilst working with EGO, we are committed to supporting the individual and confronting the source of prejudice.

All employees/members have the right to be treated fairly. If any individual feels that they are not being treated fairly by the Company or anyone in the employ of the Company, they must contact the Director (Georgina Egan) or the Chair person of the Board of Directors (Steven Bagley).