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ACTIVE NETWORK SYSTEMS

Equality and Diversity Policy

Active Network Systems (ANS) is committed to valuing and promoting diversity in all areas of recruitment, employment, training and promotion. ANS will work towards an environment that is based on meritocracy and inclusiveness, where all employees can develop their full potential, irrespective of their race, gender, marital status, age disability, religious belief, political opinion or sexual orientation.
This policy applies to all employees of ANS.

Employer's Responsibility

- To comply with the letter and spirit of this policy.
- To value diversity in society and in our workforce as a means of broadening ANS' talent base, achieving the highest levels of performance, and enabling all employees to reach their full potential.
- To identify the various behaviours and barriers that discrimination can take, and understand the negative effect these can have on ANS and its' employees and customers.
- To dispel the myth that only certain types of people are suitable for certain types of jobs or training.
- To monitor the application of the Diversity Policy, and work towards eliminating any discriminatory practices which may be limiting ANS' ability to achieve its' objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of ANS' employees, shareholders, customers and the public.

Employee Responsibility

- To comply with the letter and spirit of this policy.
- To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on ANS, your customers and colleagues.
- To be sensitive to the potential impact of you own behaviour on colleagues, customers and job applicants.
- To co-operate with management in the elimination of any discriminatory practices which may be identified.

Signed: AN Ibbotson
Managing Director, January 2009

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