



Waste Management Resources Limited EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY

Our equal opportunities in employment policy is written to conform to the Code of Practice issued by the Commission for Racial Equality and also to include the main objectives of the Sex Discrimination Act.

It will always been the policy of WMR to afford exactly equal treatment to all its employees. However, because of the growth in the number of citizens born of ethnic minority groups, the Company wishes to make a formal declaration of its status as an equal opportunity employer.

The aim of the policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, creed or national origin, disability, sex, sexual orientation or marital status, or is disadvantaged by any condition or requirement, which cannot be shown to be justifiable.

Selection and promotion criteria and procedures will be regularly reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity, and where appropriate, given special training to progress within the organisation according to their true potential.

The Company is committed to a programme of action designed to make this policy properly effective and hereby gives authority to any current or appointed Manager or Supervisor to ensure that the necessary monitoring, record keeping, training programme and reviews are properly established and maintained.

Managers and Supervisors will have particular regard to the duties laid down by the Race Relations Act 1976 and the Sex Discrimination Act 1975 and to the guidance and advice offered by the commission for Racial Equality.

Derek Cornwell
Managing Director
June 2008