

## Equal Opportunities and Diversity Policy

The aim of this policy is to communicate the commitment of the Chairman, Board of Directors and Senior Management Team to the promotion of equality of opportunity within DK Holdings, to prevent unlawful or unfair discrimination and to value the differences that a diverse workforce brings to the organisation.

The Board of Directors is responsible for ensuring that DK Holdings meets its legal obligations under current Equal Opportunities Legislation and Regulations.

It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Pregnancy / new mother
- Having or not having dependents
- Religious belief
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age
- Employment status, full or part time

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect, as laid out in our Values & Expectations document
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and code of practice
- Taking lawful affirmative or positive action, where appropriate against allegations of discriminator behaviour by any staff member; reported incidents will be dealt with through the companies' grievance procedure
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

DK Holdings recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities policy outlines our intention to help all who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.