

Alpha Marine is committed to providing a workplace free of all forms of discrimination, harassment and bullying. We aim to achieve a work environment that provides equal opportunity for all employees, clients, contractors and suppliers and we recognise the benefits of a diverse workforce.

Alpha Marine will ensure:

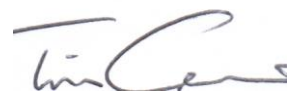
- No employee or applicant shall be subject to unlawful discrimination based on gender, race (colour, ethnic origin or nationality), age, pregnancy, religion, belief, disability, health status or marital status in all parts of employment.
- Abusive or discriminatory behavior whether it be physical, verbal or written; initiation practices; and derision is not tolerated.
- Encouragement of applications from people from under-represented groups, with the understanding, however, that employment will be based exclusively on merit.
- The selection of applicants against fair and specified criteria, based on the principle of equal opportunity.
- No employee / prospective employee receives less favourable treatment in terms of: recruitment, salary, conditions of service, promotion, training, discipline and dismissal.
- All practical steps are taken to guarantee employees are provided with a suitable work environment, where complaints of discrimination will be dealt with seriously, confidentially and thoroughly in an appropriate time frame.
- Investigation of complaints is carried out by way of internal complaint resolution process, including an opportunity for the defendant to respond to allegations and explain their actions.
- Relevant disciplinary action is taken against employee(s) in breach of this policy - this may include dismissal for gross misconduct.

This policy is communicated to all employees and organisations working on Alpha Marine's behalf. They are expected to co-operate and assist in the implementation of this policy.

This policy will be reviewed annually by management. Older versions will be archived. It will be displayed on site where the company operates and on the company website. It will be part of employee and sub-contractor induction and on-going training procedures.



**Simon Greenwood**  
QHSE Manager



**Tim Greenwood**  
Commercial Director