



Equality and diversity

We are an equal opportunities employer and have appropriate human resource policies and procedures in place with the intention that employees have a working environment free from discrimination and harassment. Our managers receive training on how to prevent and deal with discrimination and harassment at work and during 2011 we will continue with training for all employees on equal opportunities in the workplace.

Our human resource policies and staff benefits aim to attract and retain a diverse and flexible workforce. In order to assist us in monitoring our progress on gender diversity in particular, senior management review statistics on numbers and proportions of men and women in the workplace generally, and broken down by working patterns, status, length of service, turnover, region, division and salary band. The Group regards this as an important ongoing exercise, and as a result, detailed management information is collated and analysed monthly.