



**EQUAL OPPORTUNITIES POLICY
JUNE 2010**

Equality and Fairness in Service Delivery and Employment (including equal pay)

1. Statement

As a modern organisation, providing high quality services, Unicorn Fire & Safety Solutions recognises the diversity of its customers and workforce. Our Equality Policy acknowledges with enthusiasm social changes, the development and impact of social legislation and the need to provide equality within policy development, service provision, and employment.

The policy is underpinned by our internal management procedures and the national legislative framework for equality and fairness.

2. Policy

The aim of the policy is to ensure good practice on equality and fairness throughout the organisation and to emphasise its importance as an essential element of all aspects of the business it conducts.

Unicorn Fire & Safety Solutions promotes equality and fairness in all its policies, the services it provides and in employment of our staff. It is our aim to ensure that no customer, potential or current employee is treated less favourably on the grounds of gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic or national origin, colour, disability, age, political beliefs, religious beliefs or Trade Union membership/non-membership. We will seek to identify and eliminate any barriers that create disadvantage.

3. Equal Pay Policy Statement

Unicorn Fire & Safety Solutions is an equal opportunities employer and all staff should be treated equally irrespective of their sex, marital/civil partnership status, age, race, ethnic origin, sexual orientation, disability, religion or belief, working pattern, employment status, gender, caring responsibility or trade union membership, and receive equal pay for doing equal work or work of equal value.

With this in mind, Unicorn Fire & Safety Solutions will operate a pay and reward system which is transparent, based on objective criteria and free from bias.

This policy will be regularly reviewed.

A handwritten signature in blue ink that reads "Mike". The signature is written in a cursive style and is positioned above the printed name.

Mike Ablitt. Managing Director - Unicorn Fire & Safety Solutions. 1st June 2010