



Diversity Policy

Approved by the Board on 21 January 2015

Purpose

James Fisher and Sons Plc recognise the benefit of having a diverse workforce. The Group is an equal opportunities employer and is committed to providing a working environment in which employees are encouraged to realise their full potential and in which there is an open atmosphere of trust, honesty and respect. It is our policy to ensure that we attract and retain the best qualified people and treat all job applicants and employees fairly and on merit. As such, no employee or potential employee shall receive more or less favourable treatment or consideration on the grounds of race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, marital status, age or disability. This policy is designed to support that objective and to ensure that all employees are treated fairly, with equality, respect and dignity in the workplace. However, in circumstances where we have a legal duty to ensure that a job holder is of a specified gender or where health and safety requirements apply, we will follow the provision in the legislation.

Application

This policy applies to all Group employees and to all staff, contractors, consultants and any other individual working for, at, or on behalf of, any Group Company at all levels of the organisation.

Employment Practices

Entry into the Group and progression will be determined solely by the application of objective criteria, ability, personal performance, merit and the needs of the business. No applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute indirect unfair discrimination.

Information provided by job applicants and employees will be used only for the purpose intended and will be dealt with in accordance with the Data Protection Act 1998.

Job advertisements (both internal and external) will be non-discriminatory.

Interviews will be conducted on an objective basis and personal or home commitments will not form the basis of employment decisions except where necessary.

Discrimination and harassment

We are committed to providing equal opportunities and to avoiding unlawful discrimination in employment. We believe that people have the right to be treated fairly and with dignity and respect and aim to encourage a working environment that supports the dignity of all our people, which is free from harassment, intimidation, bullying and victimisation.

Eliminating discrimination and providing equality of opportunity depends on the personal commitment of all employees who have a responsibility to assist us in providing equal opportunities in employment and avoiding unlawful discrimination. All employees should be aware of the importance we attach to this policy and must ensure they do not, by their own actions, behaviour or attitudes, directly or indirectly discriminate, victimise or harass any job applicants, employees or workers, including agency staff, consultants and contractors.

Managers and supervisors have particular responsibility for the practical application of this policy and for ensuring a harmonious working environment. They will be responsible for addressing and eliminating any situation involving bullying, harassment or any other forms of discrimination.

Direct or indirect discrimination, including bullying, harassment or victimisation will not be tolerated. Deliberate failure to observe the requirements of this policy will lead to disciplinary action. Serious breaches of this policy will be treated as gross misconduct and may result in dismissal.

Responsibility and Implementation

The Group Executive and Trading Company Managing Directors and Human Resources have the specific responsibility for applying this policy and they are accountable to the James Fisher and Sons plc Board for its implementation. Any employee who believes they are being unfairly treated in any way associated with this policy is entitled to and should raise the matter with their line manager or the chief executive or managing director for the business concerned or by following the procedure set out in the Group's Whistle Blowing Policy.

The Diversity Policy will be brought to the attention of all employees. The Policy does not form part of an individual's contract of employment and may be amended by us from time to time. It will be reviewed annually by the JFS plc Board.

Nick Henry
Group Chief Executive
January 2015

Ref: f:/admin/company secretarial/board information/policies/Jan15 diversity policy 2015