



EQUAL OPPORTUNITIES POLICY

MGDS Media Limited is fully committed to equal opportunities, non-discriminatory procedures and practices.

Our equal opportunities policy is designed to ensure that no individual employee is discriminated against on the basis of age, gender, race, religion or belief, sexual orientation, disability or pay rate. Our equal opportunities policy covers all current legislation.

Our equal opportunities policy obliges all employees to respect and act in accordance with the policy.

Our equal opportunities policy is designed to ensure fairness and equality of opportunity for all job applicants and employees.

Our policy demands that any bullying or harassment is totally unacceptable.

Our company is committed to promoting effective working relationships and an environment in which employees feel able to raise work-related issues with their managers. This procedure provides a clear and transparent framework to deal with concerns, problems or complaints raised by employees in the course of their employment in relation to:

1. Matters affecting themselves as individuals;

or

2. Matters affecting their personal dealings or relationships with other employees.

3. The procedure applies to all employees employed by MGDS Media Limited and the aim of this procedure is to achieve a fair and prompt resolution to individual grievances

The equal opportunities policy is regularly updated and communicated to all members.

The policy is used in training sessions for all employees, managers and directors.