

Equal Opportunities Policy

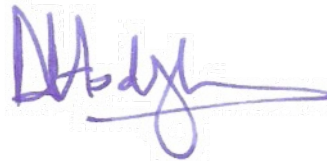
Hewson Consulting Engineers wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, marital status or disability. We believe that it is in the Company's best interests and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise. To this end, within the framework of the law, we are committed, wherever practicable, to achieving and maintaining a workforce which broadly reflects the local community in which we operate.

Every reasonable effort will be made to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job related criteria.

Signed:

A handwritten signature in blue ink, appearing to read "N Hewson".

Nigel R Hewson
Director

A handwritten signature in blue ink, appearing to read "A Hodgkinson".

Andrew P Hodgkinson
Director

Date: 02 January 2020