

EQUAL OPPORTUNITIES MONITORING

The Equal Opportunities Policy sets out the Thames commitment to promoting equality of opportunity to all employees, whilst the following Equal Opportunity Statements outline how the Company endeavours to implement and promote this policy.

Recruitment and Selection within Thames

Thames will make every effort to ensure that recruitment and selection, is conducted on the basis of competence and personal attributes necessary for a particular role and that equal opportunities exist at every stage of the recruitment process.

Recruitment literature, external advertisements and internal vacancy details will not contain any unlawful discriminatory requirements.

Person specifications will not contain any unlawful discriminatory requirements and all criteria will be relevant to the job and applied consistently to all applicants.

At all stages of the interview process, an applicant will only be considered on the basis of competence and personal attributes and only questions that are clearly relevant to the job will be asked.

Training and Development within Thames

Training and development activities within Thames serve two main purposes - first to improve performance in the job; second to develop to the full the individual's abilities and so provide preparation for future potential jobs.

All employees will receive training based on their current knowledge and skill levels in accordance with the above purposes.

All internal training events will be performed in accordance with the policy and where appropriate will include reminders of the Company's Equal Opportunities Policy and Codes of Practice.

Career Development within Thames

All career development opportunities will be made on the basis of competence and essential personal attributes.

Details of internal opportunities will be made available and all employees will be eligible to apply.

Disability within Thames

Thames will make every practicable effort to recruit and provide equal career opportunities to people with disabilities according to their capabilities.

If existing employees become disabled during their employment with the Thames Group every effort will be made to continue to employ them in their existing jobs or in another position more appropriate to their changed abilities. There will be no assumption that employees with disabilities are unlikely to progress to senior positions. They will be offered experience and opportunities according to their capabilities and qualifications.

Monitoring Equal Opportunities

Thames recognises that regular Equal Opportunities monitoring is essential for the effectiveness of the Company's policy. Therefore, all employees operating the service through its operations will not only adhere to any system for monitoring Equal Opportunities that a client already adopts, but will adhere to internal systems which may be amended and updated from time to time.