



## EQUAL OPPORTUNITIES POLICY STATEMENT

Felix O'Hare & Company Ltd commitment to the principle of equal opportunities in employment has been a long standing feature of its personnel policies and procedures.

The Company appreciates that while much can be achieved by the development of legal measures, real progress can only be made by practical day-to-day commitment to promote equal opportunity at all levels, but most particularly in the workplace.

The policy is based upon the Company's active opposition to any form of less favourable treatment accorded to employees or job applicants on the grounds of race, creed, colour, nationality, ethnic, religion, sex, marital status, age or disability.

Our recruitment and selection procedures positively support this aim of a diverse workforce. All candidates are considered strictly on their merits in relation to the selection criteria for the job. We aim to treat all candidates fairly and consistently and be responsive to their needs throughout the recruitment, selection and appointments process.

The Company will ensure that individuals are selected, promoted and treated on the basis of their relevant aptitudes skills and abilities.

It is the duty of all employees to accept their personal responsibility for the practical application of this policy.

We further recognise that employing individuals from diverse backgrounds creates a workforce where creativity and valuing difference in others thrives and therefore welcome applications from all sections of the community.

Our Equal Opportunities policy will be reviewed annually, or as required, to monitor its effectiveness and to ensure that it reflects any changing needs and circumstances.

**Issue Date:**

March 2026

**Next Review Date:**

March 2027

Rev.01

Mark Campbell  
Managing Director



FELIX O'HARE  
& CO LTD