



## Equal Opportunities Policy

It is the policy set by the Board of Directors of LV Shipping Ltd that all activities and services will be carried out in a planned and controlled manner in order to meet or exceed regulatory and other requirements, and comply with all relevant corporate policies and programmes, codes of practice and other industry best practice standards.

To implement this policy, LV are committed to continually improving our Equal Opportunities Procedure

The aims to ensure that the terms of the:-

- » Equal Opportunities 2010
- » Disabled Persons (Employment) Acts 1944, 1958

Are properly applied and that the terms and recommendations of the associated Codes of Practice are implemented positively and put into practice throughout the Company.

By adopting a formal Equal Opportunities Procedure the company will ensure that annual reviews of all aspects its Equal Opportunities for all are reviewed.

The ultimate responsibility for the effective implementation of this Policy and System, rest with the Operations Director of the company. All staff will be familiar with the Equal Opportunities Management System, and comply with the applicable actions defined therein and to accept personal irrespective of race, colour, creed or disability.

LV maintain the right to reject a disabled person for site work depending on their disability, this based on the grounds of Health and Safety to that person and to the other employees

The LV Equal Opportunities Policy Statement will be reviewed annually and communicated to everyone working for, or on behalf of the Company and available to the public on request.

A handwritten signature in black ink, appearing to read 'C Lewin'.

C Lewin  
Managing Director

Issued: 30/03/2019  
This policy is reviewed annually