

Equal Opportunities Policy

PATtest4U and SOHO IT Solutions are an Equal Opportunity Employer. Our policy is to ensure that no unlawful discrimination occurs, either directly or indirectly, against any person on the grounds of:

- Colour
- Sex
- Marital Status
- Race
- Religion
- Nationality
- Ethnic or National Origin

To clarify PATtest4U™ and SOHO IT™ Solutions class direct discrimination as treating a person on one or more of the abovementioned grounds less favourably than others are/or would be treated in the same or similar situation or circumstances.

Indirect discrimination is applying a requirement or condition which, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it and which cannot be shown as justifiable.

PATtest4U™ and SOHO IT™ Solutions also recognise that discrimination by victimisation is also unlawful

This equal opportunities policy will be applied whenever the Company is recruiting, transferring, promoting, assessing performance, disciplining, offering training or other opportunities for advancement within the Company.

PATtest4U™

Portable Appliance Testing Specialists

PATtest4U™ and SOHO IT™ Solutions recognise that the principal responsibility for providing equal opportunities in the employment rests with the Company. Each employee is required to be familiar with, and to implement, this Equal Opportunity Policy and is urged to comply at all times not only with the policy but with the spirit of Equal Opportunity legislation and Codes of Practice.

The individual responsible for overseeing and checking satisfactory implementation of this Policy is, Jayson Gurney, who is empowered to thoroughly investigate, and if appropriate redress, any identified or claimed discriminatory incident or practice.

Questions Regarding Our Equal Opportunities Policy

If you have any questions regarding this Equal Opportunities Policy please write to us at the following address.

PATtest4U™
SOHO IT™ Solutions
154 Jedburgh Drive
Darlington
County Durham
DL3 9UW



24th August, 2007

Signed on behalf of PATtest4U™

Dated