

EMPLOYMENT PRINCIPLES GROUP STATEMENT

CAREYS
HR DEPARTMENT
POLICY & PROCEDURE
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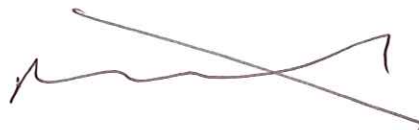
Employment Principles

Whilst different policies may exist across the Group designed to suit the needs of individual businesses, there are certain key principles which apply to all companies in Carey Group plc.

These are:

- The commitment to ensuring all members of staff are recruited and treated fairly and are valued irrespective of disability, race, gender, sexual orientation, marital status, nationality, religion, employment status, age or membership or non-membership of a Trade Union
- To provide safe and healthy working conditions for all employees.
- To provide an open, challenging, rewarding and participative environment for all who work in the company.
- To utilise, through selection, training and development, the full talents, skills and abilities of all employees.
- To communicate the fullest possible understanding amongst employees of the goals, directions and performance of the company and its constituent parts.
- To provide compensation and benefits which reflect good current local practices and which reward collective and individual abilities and personal performance.
- To provide a working environment, development opportunities and incentives to promote team effort and commitment to the performance of the Group.
- To ensure open, competitive access to career opportunities. Specifically, to ensure that no job applicant or employee receives less favourable treatment on the grounds of colour, race, nationality, national or ethnic origin, disability, sex, sexual orientation or marital status.

For and on behalf of The Board of Directors of the Carey Group PLC.



Denis Deacy
Managing Director
Carey Group Plc

