

### **EQUAL OPPORTUNITY POLICY**

- Aqua believes in the principle of equal opportunity in employment and that everyone should be treated equally irrespective of sex, marital status, age, disability, colour, race, nationality, ethnic or national origins or religion
- Aqua's policy is to promote compliance with the law as outlined in the Race Relations Act 1976, the Race Relations (Amendment) Act 2000, the Sex Discrimination Acts 1975 and 1986, the Disability Discrimination Act 1995, the Sex Discrimination (Gender Reassignment) Regulations 1999, the Equal Pay Act 1970, the Human Rights Act 1998, the Fair Employment and Treatment (Northern Ireland) Order 1998, European Law and REC's Best Practice Code
- we recognise the rights of all foreign nationals to apply for domestic and overseas positions
- we recognise our responsibilities to work with all candidates and hirers equally
- we will not accept nor work on assignments that are discriminatory in any way

### **DIVERSITY PLEDGE**

Aqua Resources Group is committed to diversity and pledges to:

- value and harness the differences between people, and the benefits that can be gained from these differences
- actively seek to identify diverse candidate pools and promote their engagement
- review all aspects of the employment process to eradicate unjustifiable discrimination
- promote recruitment and selection best practice in accordance with our agreed standards
- work with others to challenge discrimination where we find it

### **AGEISM POLICY**

Aqua Resources Group is committed to a policy of non-ageism and pledges to:

- refuse to accept job profiles or other hiring details that positively discriminates on the basis of age
- use SFIA descriptions to avoid the use of age ranges, years of experience and other constraints that might preclude applicants
- value workers of all ages and their positive contribution to the workforce
- educate clients and applicants in the principles of non-ageism and the benefits of an age-diverse workforce
- offer consultation to applicants and clients in the case of confusion or dispute
- notify the regulators of inappropriate actions by clients, applicants and advertisers

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#### **Middle East Operations**

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#### **Service Portfolio**

Executive Search and Selection  
Interim Management  
HR Consultancy