

DIVERSITY POLICY	Version : 3 Date 10/03/2011
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CBG Consultants Ltd undertakes to address the twin concerns of how to develop and manage a diverse workforce and how to understand and meet the needs of diverse customers and the community's wider stakeholders.

Through our Equal Opportunities and Diversity Policies we undertake to critically evaluate difference and diversity issues within the company, understand and evaluate the legal, policy and social context of equality and diversity and select appropriate management interventions, actions and strategies in order to bring about effective change.

We believe that it is in its best interests, and those of all who work in it, to ensure that the diversity of the population is represented throughout the company. We encourage applications irrespective of colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief.

Where there is evidence of under-representation of particular groups among those doing particular work, we encourage training of individuals and enthusiastically pursue applications received from members of those groups.

We understand the needs of our diverse customers. Diversity including age, gender, family situation, disability, race/ethnicity, sexuality and employment patterns are taken into consideration as appropriate and action taken wherever possible to improve the level of service provided by the company.

We are also proactive in monitoring the supply chain to ensure compliance with our policy, our clients policy and current legislation.

We will ensure the effectiveness of the policy by:

- regularly monitoring the candidates for recruitment, selection, training, promotion, transfer, grievance and disciplinary actions, resignations, redundancies and dismissals to ensure that bias does not enter into the decision making process.
- Investigating and taking action where necessary on points raised by candidates and employees who believe they have been treated in a manner contrary to this policy.
- regularly monitoring the client's feedback in respect of our service delivery adherence to their needs.
- Investigating and taking action where necessary on points raised by clients who believe they have been treated in a manner contrary to this policy.

Andrew Payne

10/03/2011

Signed.....

Date.....

ANDREW PAYNE, MANAGING DIRECTOR