

employees

Communications and involvement

We have a long tradition of encouraging direct, two-way involvement of and communication with employees. This is in order to obtain the fullest participation of everyone's energy and views and we believe is best promoted within the local workplace through locally-based information and consultation procedures. We respect the right to join a legally-recognised trade union.

Pay, benefits and working conditions

We respect the dignity and human rights of our people. We remunerate fairly according to skills and performance and with reference to competitive industry and local conditions. We expect our people to work only reasonable hours.

We will not employ forced labour and will employ children only under circumstances that protect them and their rights to education and social development (for example, on educational work experience or work placements).

Health and safety

We recognise the importance of health and safety within our business. We seek to provide a healthy, safe and clean working environment in line with local laws, regulations and industrial practice. We measure, appraise and report performance, as part of our commitment to the health and safety of our employees, contractors and everyone who works on or visits our sites.

Equal opportunities, diversity and personal development

Our policy on equal opportunities and diversity states that we recruit and promote employees on the basis of their suitability for the job without discriminating on grounds of race, colour, ethnic or national origin, gender, sexual orientation, age, religion, marital status, or disability unrelated to the task. We will not tolerate sexual, physical or mental harassment of employees.

We value diversity. Employees from varied backgrounds enrich our company's culture and support our commercial success. We recognise the value that all employees create for the business and will provide opportunities for personal and career development.

