

## Equal Opportunities Policy Statement

Avanta Enterprise Ltd (The Company), working through its subsidiary companies, TNG Ltd and InBiz Ltd is one of the UK's leading enterprise and employment-focused training companies. It delivers a comprehensive range of self employment, business support, jobsearch, work experience, vocational training, mentoring and consultancy funded by individuals, organisations and government agencies.

### Commitment

Avanta is strongly committed to the belief that in our multi-cultural and diverse society that every individual is entitled to be treated with fairness, dignity and respect and be given equal access to opportunities and activities. Avanta recognizes that fair treatment is a key motivating factor contributing to sound business performance and achievement as well as a legal requirement and moral obligation. Avanta seeks to meet or exceed current legislative standards.

### Scope

Avanta's Equal Opportunities Policy applies to all Avanta stakeholders i.e. learners, clients, staff, potential staff, associates, employers, partners, subcontractors, suppliers and those placed on activities with partner organisations and placement hosts.

### Dissemination

Avanta's commitment to Equality is set out in a range of policies and procedures. The provisions of Avanta's Equal Opportunities Policy are made known to all learners, clients, staff and associates through induction processes. It is made known to, and the commitment of employers, partners, subcontractors and suppliers obtained, through the initial processes which involve them in our activities. This statement is displayed in all Avanta offices, on our Intranet and website.

Avanta takes action where there has been a breach of its Equal Opportunities Policy which may include disciplinary procedures, where appropriate.

### Review

Avanta's Equal Opportunities Policy is reviewed annually and its provisions monitored by the Board and by our Equal Opportunities Review Group. The review process includes consultation with and feedback from learners, clients, staff and other stakeholders to determine the impact of the policy and any action required.

### Responsibility

Overall responsibility for this policy rests with the Board of Directors and is delegated to the CEO and to Avanta's Group HR Director. Any queries, comments or suggestions relating to this policy should be directed to the Group HR Director.

Signed by: J. H. Faherty Date: 1<sup>st</sup> July, 2007  
**Janette Faherty, Chief Executive**

This document is available in large print or other languages upon request.