



EQUAL OPPORTUNITIES

John Menzies plc is an Equal Opportunities employer.

The aim of this policy is to ensure that no-one will be unlawfully discriminated against on grounds of sex, marital status, race, disability, colour, religion or belief, nationality (including citizenship), ethnic or national origins, gender reassignment, sexual orientation or age. Nor should they be disadvantaged by conditions or requirements which cannot be shown to be justifiable. Part time and fixed term workers are also covered by this policy and should not be treated any less favourably or suffer any detriment, that cannot be justified, simply because of their status.

Any discrimination, including harassment will be treated very seriously by the Company. The principles apply to recruitment, promotion, transfer, training, benefits, facilities, procedures and terms and conditions of employment.

The Company will pursue policies designed to promote equality and eliminate discrimination and will regularly review their effectiveness. The Company regards effective review of the implementation of the policy as being of major importance.

It is the responsibility of every manager to implement the policy and to apply it in his or her day-to-day management of the Company. Management should ensure that the policy and the Company's commitment is communicated to all new and current employees on an ongoing basis.

Individual employees must not discriminate against or harass others, with whom they come into contact by virtue of their employment, during the course of employment, at office social events or at informal events involving employees, customers or other work related contacts. It is a responsibility of all employees to report any acts of discrimination and harassment as soon as they become aware of them. All employees:

- Should be aware of attitudes to people that might affect their judgement
- Must co-operate with management to prevent unlawful and/or unfair discrimination
- Must not encourage or attempt to encourage other employees to unlawfully and/or unfairly discriminate or to yield to pressure to discriminate
- Must not harass, abuse or victimise others who seek to complain of discrimination

Disciplinary action up to and including dismissal may be taken against any employee who does not comply with these requirements or who breaches this policy in any way.

There is a separate policy and procedure covering and dealing with harassment but if you have any complaints relating to any other form of discrimination, these should be raised with your Manager or through the Company's Grievance Procedure.

Any employee, irrespective of their position in the Company, who commits an act of harassment or discrimination may also render themselves personally liable in civil or criminal proceedings.

Signed

Paul Dollman
Group Finance Director
August 2007