

HSEC Services recognises, appreciates and values the contributions and inputs of all HSEC Services personnel.

We expect that all employees will always endeavor to ensure that in the application of all company policies, practices and procedures, no discrimination takes place and that all employees or applicants to become employees enjoy equal access to opportunities within the company.

While ensuring that HSEC Services works within the employment legislation or Royal Decrees of the country where the work is occurring, HSEC Services will ensure the absence of all forms of discrimination based on gender, race, martial status, parenthood, pregnancy, age, physical disability, sexual preference, political conviction, religious belief or medical condition (not affecting work performance) in all facets of the work environment.

Equal employment opportunity requires that policies, practices and procedures ensure equality of opportunity for each vacancy or position to which advancement is available. Recruitment and promotion of employees is based on merit, ensuring the most suitable person is chosen for each available position. This underlies HSEC Service's commitment to quality and excellence in the provision of our services.

HSEC Services embraces its obligations to comply with the applicable legislation on discrimination and equal opportunity and binding international human rights agreements within the countries within which we operate.



Keith Griffin
Managing Director
HSEC Services
10 January 2014

