

IT IS THE POLICY OF KNK THAT ALL PERSONS SHALL HAVE EQUAL OPPORTUNITY FOR EMPLOYMENT, TRAINING, DEVELOPMENT & ADVANCEMENT ON THE BASIS OF THEIR QUALIFICATIONS & ABILITY.

THERE MUST NOT BE ANY DISCRIMINATION TOWARDS OR AGAINST A PERSON WHETHER IN RECRUITMENT, TRAINING, PROMOTION, OR IN ANY OTHER WAY ON THE GROUNDS OF COLOUR, RACE, CREED, NATIONALITY, ETHNIC OR NATIONAL ORIGIN, SEX, MARITAL STATUS, SEXUAL ORIENTATION OR DISABILITY & NO PERSON IS TO BE DISADVANTAGED BY THE IMPOSITION OF CONDITIONS &/OR REQUIREMENTS WHICH CANNOT BE JUSTIFIED.

KNK WILL MONITOR THE OPERATION OF THIS POLICY TO ASCERTAIN HOW FAR IT IS ACHIEVING ITS OBJECTIVE.




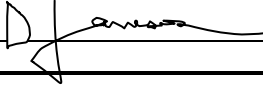
ADDITIONALLY, KNK WILL TAKE ALL PRACTICAL STEPS TO ENSURE THAT:

- ALL EMPLOYMENT DECISIONS ARE BASED UPON JOB-RELATED CONSIDERATIONS
- PERSONNEL POLICIES & PRACTICES WITHIN KNK REFLECT THE OBJECTIVES OF THE EQUAL OPPORTUNITIES POLICY
- ALL STAFF ARE AWARE OF THE POLICY TO ENSURE THIS, THE POLICY WILL BE PUBLICISED & DISTRIBUTED THROUGHOUT THE ORGANISATION
- ALL STAFF WILL RECEIVE GUIDANCE TO ENSURE EFFECTIVE IMPLEMENTATION OF THE POLICY

PROCEDURES FOR SELECTION, PROMOTION & TRAINING WILL BE UNDER CONSTANT REVIEW IN ORDER TO ENSURE THAT INDIVIDUALS ARE CONSIDERED SOLELY ON THE BASIS OF MERIT & ABILITY. THREE POTENTIALLY DISADVANTAGED GROUPS HAVE BEEN IDENTIFIED:

- ETHNIC MINORITIES - KNK WILL ADHERE TO THE CODE OF PRACTICE PRODUCED BY THE COMMISSION FOR RACIAL EQUALITY (CRE) & FULFIL ALL ITS EMPLOYMENT RESPONSIBILITIES LAID DOWN IN THE RACE RELATION ACT (1976)
- WOMEN - KNK WILL FULFIL ALL ITS EMPLOYMENT RESPONSIBILITIES AS LAID DOWN IN THE SEX DISCRIMINATION ACTS (1975 & 1986) & WILL PROVIDE OPPORTUNITIES FOR THE EQUAL TREATMENT OF WOMEN IN THE FULL RANGE OF OCCUPATIONS IN ACCORDANCE WITH THE EQUAL OPPORTUNITIES COMMISSION CODE OF PRACTICE
- DISABLED PEOPLE - KNK WILL FULFIL ALL ITS EMPLOYMENT RESPONSIBILITIES AS LAID DOWN IN THE DISABILITY DISCRIMINATION ACTS

THIS POLICY IS REVIEWED FOR CONTINUING ADEQUACY AND SUITABILITY AT MANAGEMENT REVIEW

	<b>Signature</b>	<b>Date</b>
<b>Operations Director</b>		1 May 2009
<b>General Manager</b>		1 May 2009
<b>Quality/Environmental Mgr</b>		1 May 2009
<b>Supply Chain/Partnering Mgr</b>		1 May 2009