



# Cable Services Group

## Equal Opportunities Policy

The Cable Services Group is an Equal Opportunities Employer. The aim of having this policy is to ensure that no job applicant or employee receives less favorable treatment on the grounds of colour, race, nationality or ethnic origin, gender, marital status, sexuality, religion and age.

Selection criteria and procedures will be kept under review to ensure that individuals are selected and treated on the basis of relevant merit and ability.

All employees will be given equal opportunities within the Group's service and will be encouraged to progress within the organisation.

To ensure direct or indirect discrimination is not occurring, recruitment and other employment decisions will be monitored and reviewed.

## Environmental Policy

The Cable Services Group of Companies are non manufacturing businesses, therefore the Directors of the Companies consider that the activities of the Group have a relatively low impact on the environment. However, the Directors consider that the protection of the environment is a vital business responsibility and consequently encourage all employees to actively involve themselves in constantly reappraising the effect of their individual activities on the environment and consider ways to reduce this effect. In this way the Group aims to ensure that its environmental performance will continually improve and be in-line with the best practices of similar commercial enterprises.

The Directors are fully committed to complying with all relevant legislation and will continually review operations to ensure that this applies.

## Health & Safety Policy

Our Policy is to provide and maintain safe and healthy working conditions, equipment and systems of work for our employees, and to provide such information, training and supervision as they need for this purpose. We also accept our responsibility for health and safety of other people who may be affected by our activities.

This policy and the way it has operated will be reviewed on a regular basis.

*The Directors*

*Cable Services Group of Companies*

*April 2003*



RS 21752  
RS 26602

## Quality Policy

**'The Cable Services Group of Companies Quality Policy is to maintain, on a continuous basis, an effectively managed Quality Assurance Programme, designed to assure customers that materials conform to the laid down procedures of BS/EN/ISO 9000 and similar types of quality assurance specification.'**

*(Extracted from the Quality Manual of the Cable Services Group of Companies)*