

EQUALITY AND DIVERSITY POLICY STATEMENT

All Directors, Management and Employees of ELUXI Ltd. are committed to the principle of equality of opportunity and so to ensuring that our workforce is representative of all sections of society and that each employee feels respected and able to give of their best. In this way the talents and resources of all our employees can be utilised to their full.

This Policy is applicable to all divisions and subsidiaries of the ELUXI and in meeting this commitment:

1. ELUXI recognizes its moral and social obligations to promote equality of opportunity within the community in which it operates.
2. ELUXI has established policies and procedures designed to promote equality of opportunity and diversity.
3. ELUXI will ensure that no unfair discrimination will be tolerated against any individuals in matters of recruitment or selection for any position, promotion, development or training grounds of actual or perceived:
 - Age
 - Disability
 - Gender / gender reassignment
 - Marriage / civil partnership
 - Pregnancy / maternity
 - Race / colour
 - Religion or belief
 - Sex, or sexual orientation.
4. The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.
5. ELUXI will establish periodic reviews to ensure that individuals continue to be selected, promoted or treated solely on the basis of merit and in accordance with the requirements of the job and the individual's suitability to fill it and to take account of changing circumstances.
6. ELUXI will maintain a neutral working environment in which no employee or worker feels under threat or intimidated. This means that the display of flags, emblems, posters, graffiti or the circulation of materials or the articulation of slogans or songs which are likely to give offence or cause apprehension amongst particular groups of employees is prohibited.
7. ELUXI will provide facilities for any employee who believes that they have been treated unfairly within the scope of this policy to raise the matter through an appropriate channel.
8. ELUXI will publicise the policy throughout the Company and elsewhere as appropriate from time to time.
9. ELUXI will seek to ensure that our workforce reflects the diverse communities we serve and

that every employee is treated fairly during the whole of their working life.

10. ELUXI will take action to eradicate discrimination and inequality when delivering products and services and when employing others to deliver products and services on our behalf.
11. Breaches of the policy may lead to disciplinary proceedings and, if appropriate, disciplinary action, up to and including dismissal.

On behalf of the ELUXI Directors
17th August 2016
Issue: 2