

## Equal Opportunities Policy Statement

It is the policy of Real Estate Financial Solutions Limited to ensure that no job applicant or employee receives less favourable treatment on the grounds of:

- sex;
- race;
- disability;
- marital status;
- sexual orientation;
- age;
- religion; or
- is disadvantaged by unjustifiable conditions.

The company is committed not only to its legal obligations but actively seeks to positively promote equality of opportunity in all aspects of its activities.

All employees of the company will be made aware of this policy and will be required to consider its provisions in carrying out their responsibilities.

Signed

A handwritten signature in blue ink, appearing to read 'J M Tauwhare'.

**J M Tauwhare**  
Director

A handwritten signature in blue ink, appearing to read 'J A Burns'.

**J A Burns**  
Director

Dated: 1<sup>st</sup> February 2007