

Equal Employment Opportunity

As an equal opportunity employer, Hannas is committed to treating each employee or potential employee with fairness and equality.

Hannas aims to provide an employment environment that is satisfying and enjoyable in which to work and in which our human resources policies ensure there is no direct or indirect discrimination, harassment or intimidation of employees with respect to:

- age,
- sex,
- sexual orientation,
- race,
- nationality,
- religion,
- marital status,
- disability or
- pregnancy.

Hannas recruits, employs, trains, promotes and remunerates employees based upon individual merit, experience and other work related criteria.

We adhere to all employment laws and the Company does not discriminate against people for any reason. The Company in turn expects that all employees will not discriminate against each other for any reason.

As managers and employees we are bound to recognise and respect the diversity of backgrounds, beliefs and experiences that exist within our workforce and community.

Management will promptly investigate all allegations of harassment, bullying, victimisation or discrimination and will take appropriate corrective action. Retaliation against individuals for raising claims of harassment or discrimination will not be tolerated.

Management are responsible for ensuring adherence to the provisions of this policy. All staff are responsible to assist the Company in achieving the objectives of the policy.

A handwritten signature in black ink, appearing to read 'Danny Hanna'.

Danny Hanna
Chief Executive Officer
Hannas
05 February 2010