

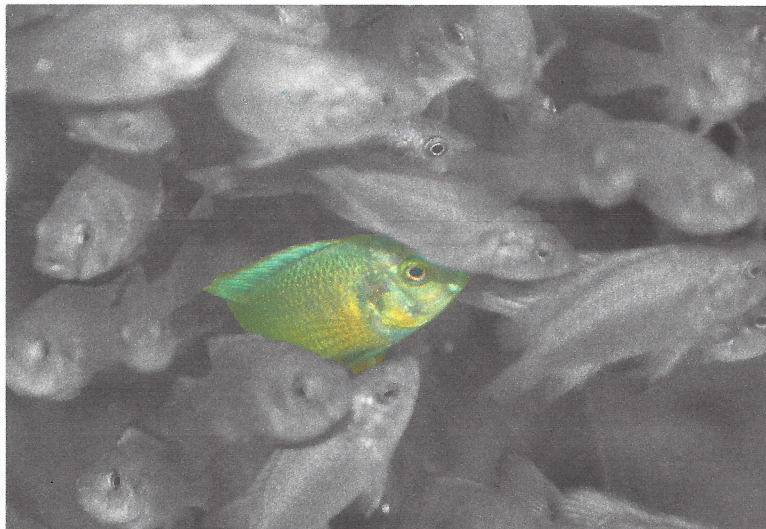


Equal Opportunities Statement

It is the policy of Birmingham Stopper to treat job applicants and employees in the same way, regardless of their,

- **Sex**
- **Sexual orientation**
- **Marital status**
- **Age**
- **Race ethnic or national origins**
- **Gender reassignment**
- **Disability**
- **Religion or belief**

Further, the company will monitor the composition of the workforce and introduce positive action if it appears this policy is not fully effective.



A handwritten signature in cursive script, appearing to read 'Roger Varley'.

Signed: R. Varley
Managing Director
October 2018