



EQUAL OPPORTUNITIES POLICY

ADANA CONSTRUCTION LTD acknowledges the desirability of equal opportunities for employment and the observance of the codes of practice as far as it is reasonably practicable.

The intention of the policy is to see that no job applicant or Employee receives less favourable treatment on the grounds of disability, sex, marital status, race, colour, nationality or ethnic or national origins, or is disadvantaged by unreasonable conditions or requirements.

Individuals should be selected, promoted and treated on the grounds of their performance, attitude and abilities. All suitably qualified Employees will be given equal opportunity to progress within the organisation.

All those who come into direct or indirect contact with Employees or applicants for employment should ensure that they understand this policy and recognise the part they have to play in its fulfilment.

It is the policy of the Company to encourage the employment and career development of disabled persons. No unnecessary limitations are placed on the type of work that they can perform.

Full and fair consideration will be given to disabled applicants for employment; existing Employees who become disabled will have the opportunity to re-train and continue in employment wherever possible.

This policy applies to all employees of ADANA CONSTRUCTION LTD.

Signed:
Managing Director

A handwritten signature in dark ink, appearing to read "Nawad Hossain", is written over the printed name of the Managing Director.

Date:

A handwritten date in dark ink, "12th Oct 2009", is written next to the printed "Date:" label.



Fairly Traded Goods Policy

Adana Construction Ltd agrees with the principles of Fairly Traded Goods and recognises the need to ensure better prices, decent working conditions, local sustainability and fair terms of trade for workers in the developing world.

Fair Trade addresses the injustices of conventional trade, which traditionally discriminates against the poorest and weakest producers.

We support the Fair Trade Foundation which is a development organisation committed to tackling poverty and injustice through trade.

All our employees will be made aware of the principles of fairly traded goods.

As far as practicable, materials will be purchased bearing the Fair Trade Mark and certification.

Signed
Managing Director

A handwritten signature in dark ink, appearing to read "Nando Vassini".

Date:

12th Oct. 2009