

Dignity at Work policy

Corus believes that everyone should be treated with dignity and respect at work. Bullying and harassment of any kind will not be tolerated, in any form, in the workplace.

The Company will not tolerate bullying or harassment of employees, suppliers, customers or contractors, in any form and may treat these behaviours as serious disciplinary offences.

The policy applies to all employees both on and off the premises, including those working away from base. Bullying or harassment of staff by visitors to the organisation will not be tolerated.

Harassment is harmful to employees and employers alike. All complaints will be treated seriously and confidentially by the Company and will be fully examined.

1. What is bullying and harassment?

Bullying and harassment depends on each individual's perceptions of the behaviour of others towards them. What is acceptable to some may not be to others. Typically, harassment is based on sex, race, disability,

religion, age or sexual orientation, but can include any unwelcome physical, verbal or non-verbal conduct affecting the dignity of men and women in the workplace.

2. Management responsibility

Managers should set a good example and treat others with dignity and respect in the workplace. Corus will encourage a culture where employees' concerns are addressed and problems discussed, as this is

likely to discourage bullying and harassment.

Details of those procedures and confidential mediators will be advised locally.

3. Complaints procedure

Corus will maintain fair procedures for dealing promptly with complaints from employees. Complaints of bullying and harassment may be dealt with using either the grievance procedure or a confidential mediator, both of which have

provision for confidentiality. At any stage of the procedure, the person making the complaint and the subject of the complaint may be accompanied by a fellow employee or trade union representative of their choice.

4. Awareness

Corus will make all employees aware of the standards of behaviour expected and make all individuals fully aware of their responsibilities to others. This will include information about

what constitutes bullying and harassment and will be delivered through guidance booklets and training sessions, seminars or inductions as appropriate.

5. Monitoring

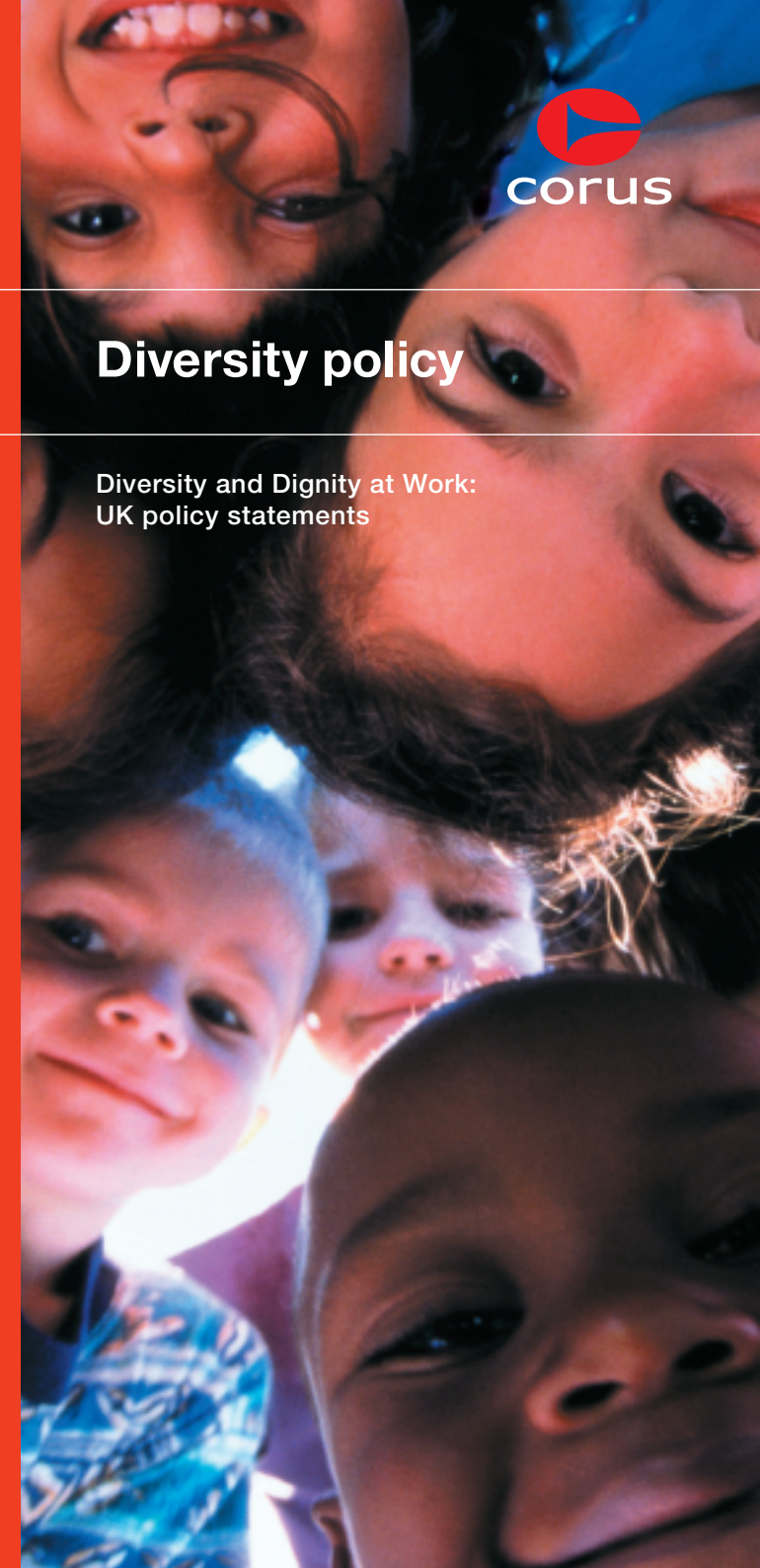
Periodically, Corus will take the opportunity to examine policies, procedures and working methods to see if they can be improved.

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Diversity policy

Diversity and Dignity at Work:
UK policy statements



Diversity policy

1. Policy statement

Corus, as a transnational, multi-cultural group, is committed to providing an environment that:

- Recognises and values the differences in employees backgrounds and skills and provides equality of opportunity for all employees' regardless of sex, sexual orientation, part-time or fixed term status, parental responsibilities, marital status, race, colour, national or ethnic origin, disability, marital status, religion, political views or age;
- Maximises the benefits available from a diverse workforce;
- Believes that all employees have a right to be treated with dignity and, as such, will not tolerate any form of harassment;
- Recognises that effective practices to promote work-life balance will benefit the organisation and its employees;
- Respects local customs and good practice in different countries and regions;

- Recruitment, development, remuneration and promotion will be on the basis of ability, competence, performance, the requirements of the job and similar relevant objective criteria. All employees will be encouraged to take advantage of available and relevant training facilities and opportunities for advancement.

Corus will seek to ensure that all employees recognise their personal responsibility for the practical application of the policy. However, the Company acknowledges that specific responsibilities fall upon management to ensure that it is correctly applied.

An employee who believes that he or she has not been treated on an equal basis contrary to this policy may raise the matter within the normal grievance procedures appropriate to the place of work.

Separate procedures on handling harassment are set out in the Dignity at Work policy.

2. Policy standards

Recruitment and promotion

In external recruitment exercises we will aim to attract the skills required for the role by advertising vacant posts as widely as possible. No recruitment literature or advertisements will imply a preference for any one group of applicants.

Recruitment and employment decisions will be made on the basis of fair and objective criteria.

Job descriptions and working patterns

Job descriptions and/or person specifications will include only those requirements, qualifications and characteristics that are essential or desirable for the effective performance of the role. It will be made clear which items are essential and which are only desirable.

Whilst it is permissible to indicate the standard hours of a job and/or that it is full time, if an employee or applicant wishes to propose some other pattern of work, this will be carefully considered.

Selection

All selection interviews and short listing will be conducted on an objective basis and deal only with the individual's suitability for the job, taking into account their skills and experience.

Questions will only be asked during interview about a candidate's personal and domestic circumstances or plans if they relate to the job requirements, and will then be asked of all candidates for the post.

Training

Employees will be provided with appropriate training (depending on the needs of the business) to enable them to improve their performance and to achieve the performance standards and targets set for them by the Company.

Disabilities

The requirements of job applicants and existing members of staff who have a disability will be reviewed to ensure that reasonable adjustments are made to enable them to perform as well as possible during the recruitment process and whilst employed by the Company. Opportunities for promotion, access to benefits and facilities

of employment will not be unreasonably limited and all reasonable adjustments will be made.

All reasonable measures will be taken to ensure that disabled staff are given the opportunity to participate fully in the workplace, in training and career development opportunities.

Monitoring

In accordance with recommended practice, the Company monitors the ethnic, gender, age and disability composition of its staff and applicants for jobs on an anonymous basis.

3. Responsibilities

The Company will ensure that all its policies and procedures are kept regularly under review to ensure that they operate within this Diversity policy. Managers have particular responsibility for the implementation of this policy, but all employees are required to ensure that the policy is maintained and implemented.

Special responsibility for the practical application of the Company's Diversity policy falls upon managers and supervisors involved in the recruitment, selection, promotion and training of employees, and/or conducting the Company's grievance and disciplinary procedures. These special responsibilities give rise to training needs for which provision will be made.

4. Complaints

In the first instance, an employee who has a complaint relating to Diversity may prefer to raise the matter informally, either directly with the individual concerned, their line manager or with a member of the Human Resources Department.

Alternatively, or if the complaint has not been resolved informally, the matter should be reported formally in writing to the line

manager or a member of the Human Resources Department who will investigate the matter in accordance with the Company's grievance procedure.

Failure to observe the standards of this policy will result in an investigation and may result in disciplinary action being taken.

Serious breaches of this policy may result in summary dismissal.