

SOLAR WINDOWS LTD

EQUAL EMPLOYMENT OPPORTUNITY COMPANY

The Company fully supports the concept of equal employment opportunity.

We are an equal opportunities employer. Our company is committed to providing equal opportunity to all employees. There will be no discrimination on grounds of race, age, colour, religion, being married, sex, national origin, physical or mental handicap (including HIV and AIDS) which is not permitted by law; or any other grounds except where this is necessary to ensure that the job is done effectively.

This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

All client companies, managers, supervisors, and employees are expected to be familiar with this policy and adhere to any and all applicable employment laws.

Any individual believing that he/she, or anyone they work with, has been the victim of discrimination should be directed immediately to the Managing Director of the Company.

All employees have a responsibility to apply this principle in practice.

SIGNED: KP Lewis

DATE: 11th Oct 2010

POSITION: MANAGING DIRECTOR