

SILVERSTONE CIRCUITS LTD **DISABILITY EQUALITY POLICY STATEMENT**

This is Silverstone Circuits Ltd (“Silverstone”) policy in respect of discrimination on the grounds of disability. Silverstone is committed to working towards equality of opportunity for every member of staff and for every customer. This statement is one important way of demonstrating our commitment in achieving this objective.

THE POLICY

Silverstone recognises that discrimination on the grounds of disability is illegal. Through this policy, through training and by example, Silverstone wishes to demonstrate that it does not tolerate discrimination by anyone working for or on behalf of the company.

Customers

Silverstone and its staff will not treat a disabled person less favourably than another person because of their disability. Less favourable treatment includes:

- Refusing service to a customer
- Offering a lower standard of service or treating him/her in a worse manner than a non-disabled customer
- Offering a disabled customer less favourable terms

The following exceptions may occur when, in the opinion of Silverstone:

- Health and safety reasons exist where either the customer, or someone else would come to some harm if the service was not refused
- A customer is unable to understand the terms of payment or service
- Offering the service to a disabled customer would mean negating or no longer offering the service to non-disabled people

Employees

Silverstone:

- Will not unjustifiably treat a disabled employee less favourably for a reason that relates to a disability
- Will comply with a duty of reasonable adjustment to any physical feature of the premises or to working arrangements unless the adjustment would be of no substantial benefit

Silverstone will not discriminate against a disabled person:

- In the arrangements made for determining who should be offered employment
- In the terms on which the disabled person is offered employment
- By refusing to offer or deliberately not offering the disabled person employment
- In the opportunities that are afforded to an employee for promotion, transfer, training or receiving any other benefits
- By refusing to afford, or deliberately not affording, any such opportunity
- By dismissal or any other detriment

On the grounds of their disability

Silverstone will undertake to provide support, assistance and, if necessary, counseling to employees who are victims of violence and aggression because of their disability in the course of their work. In appropriate cases, a discretionary period of sick leave on full pay may be granted.

This policy will be reviewed and updated regularly, to ensure that it complies at all times with the latest requirements of the Disability Discrimination Act and that all staff are made aware of any changes affecting them as employees or as representatives of the organisation.