

Amended 09/2012

Distribution: All staff with responsibility for recruitment

1 Diversity Vision

Advanced Braking Technology Ltd and related companies ("the Group" or "ABT") recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. ABT is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the Group in all that we do.

We believe in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. ABT is diverse in many dimensions. Our diversity includes, but is not limited to gender, age, ethnicity and cultural background. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

2 Principle

ABT's principle is to respect , value and encourage diversity throughout the group, as follows:

- (a) ABT is committed to employing and retaining the best technical and non-technical staff based on their capacity to perform well for the Group.
- (b) All employment decisions within the Group will be based upon choosing the best person for the position irrespective of race, religion, gender, age, or any other irrelevant point of difference.
- (c) ABT rewards excellence and all employees are promoted on the basis of their performance irrespective of race, religion, gender, age, or any other irrelevant point of difference.

3 Procedure

The Board of Directors will

- i) require management to promote and support diversity of all types at all levels
- ii) ensure that a copy of this policy is provided to all staff with responsibility for recruitment
- iii) require management to establish clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents
- iv) establish measurable objectives for achieving gender diversity, and
- v) assess annually both the objectives and progress in achieving the objectives above.

4 Measurable Objectives —Diversity

The Board is required to develop measurable objectives for gender diversity, and to review them every two years.

At the date of the current policy version the measurable objectives for achieving gender diversity are to increase the percentage of women employed as follows:

	Current actual 30/6/12		Objectives	
	2012		2013–2014	
	No.	%	No.	%
Women on the Board	-	-	-	-
Women in senior executive positions	1	50%	1	50%
Women employees in the company	11	20%	18	25%

No increase in representation of women on the board has been set as an objective because it is not considered appropriate given the small size of the Board where gender is only one of the several key attributes that the Board considers. Should the size of the Board increase beyond four Directors, then the Group's position will be reconsidered.

4 Accountability

Reporting and accountability in the terms of this Policy will be reported annually to the Board by management, including a formal report on gender diversity.

5 Overriding Caveat

Nothing in this Policy shall be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work within the Group being other than their overall relative prospect of adding value to the Group and enhancing the probability of achievement of the Group's objectives;
- (b) any discriminatory behaviour by or within the Group contrary to the law, or any applicable codes of conduct or behaviour for the Group and its personnel.