

Contact: Gibril Faal

Direct Line: 020 7785 6343

Ref: 2006 Update

Email: gfaal@gkpartners.co.uk

Mobile: 07951 877 449

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Diversity and Equal Opportunities Policy Statement

GK Partners Limited is an equal opportunity company and employer and aims to be an exemplar in corporate diversity. The commitment to equal opportunities and diversity is demonstrated by the inclusive and diverse nature of its directors, consultants, contractors, trainees, employees and clients, from the point of view of ethnicity, gender, religion, disability and sexual orientation. This statement summarises and articulates the diversity policy and ethos which is integrated in every aspect of the company's activities.

The policy covers all aspects of employment, procurement, service delivery, community relations and strategic development. The policy reflects GK Partner's wider ethical and social enterprise ethos which reflects the director's commitment to optimising the social, economic and environmental outputs and outcomes of the company, using inclusive, ethical and socially beneficial process and procedures.

To ensure that the policy is operating effectively, GK Partners undertakes methodical, proactive and ongoing social impact assessments - monitoring among other things, diversity of people involved with the company in the following positions: applicants to employment and business opportunities; consultants and employees hired; suppliers of services and products; professional and delivery partners; beneficiaries of pro bono work etc.

Ongoing monitoring and regular analysis of monitoring records provide the basis for appropriate action to eliminate direct and indirect discrimination and to proactively promote equality of opportunity, diversity of corporate culture and preeminence of GK Partners as an ethical social enterprise.

One of the company's strategic goals is to be a leader in ensuring that at every given time, the composition of the governance structures, workforce, supply chain, client base, and beneficiary base reflect the diversity of the community. Furthermore, the company aims to use its normal corporate activities - as permitted by the relevant Acts of Parliament - to contribute towards redressing diversity and opportunity imbalances in the society and community, by providing opportunities to people from disadvantaged and/or underrepresented groups to compete on a genuine basis of equality.

The company's diversity and equal opportunities measures reflect best practice advice as provide by professional and statutory diversity bodies and is in line with the social enterprise ethos and corporate social responsibility commitments of the directors.

The directors are currently responsible for the effective operation of the policy.

GK Partners Limited, London.