

EQUAL OPPORTUNITY POLICY

All employees and potential employees of Future Foams shall be judged on the basis of qualification and skills, without regard to sex, marital status, race, religion, age, disability, pregnancy or parenthood.

The company recognises all employees are entitled to be treated fairly and with respect, in an environment which supports productivity and self-esteem, and where any form of discrimination or harassment is considered unacceptable and will not be condoned.

Discrimination and Harassment

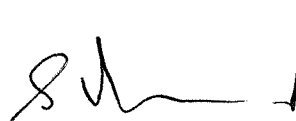
Discrimination means denying an individual fair and equal treatment in employment on grounds other than those relevant to job requirements.

Harassment is any unwelcome or offensive behaviour.

Sexual harassment is any unwelcome behaviour including a deliberate verbal or physical affront of a sexual nature against another person.

Any reports of discrimination or harassment will be treated seriously and sympathetically by this company, and will be investigated thoroughly and confidentially.

Managers and Supervisors are required to ensure that all employees are treated fairly and equitably and are not subject to harassment or discrimination.



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Shaun A. Westwood
Managing Director