

Equality Diversity & Inclusion

Policy Statement

As an organisation we aim to be an employer of choice, by doing the right thing by our people and managing them with integrity and respect.

We embed a truly inclusive culture where everybody feels welcome and valuing the differences of others is what brings us all together and creates a thriving workplace.

To ensure we do this effectively we are committed to putting inclusion at the heart of what we do daily.

We assure our commitment by:

Integrity

- Ensuring we place diversity at the heart of everything we do and ensuring we abide by our EDI policy to promote good practice throughout the company.
- Setting clear objectives to ensure we continually make positive progress or changes to promote diversity in the workplace.

Reliability

- Ensuring our tools, resources and support are accessible and available to all employees which promote good practice and complies with current legislative requirements.
- Recognising that we all have a role to play in EDI in the workplace. Our leadership team will exemplify behaviours and ensure strategic goals are driven across all business areas.

Accountability

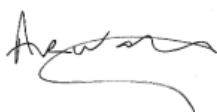
- Empowering all our colleagues to challenge discrimination in any form and we will take a zero-tolerance approach to any form of bullying, harassment or discrimination from employees, customers, suppliers, or members of the public.
- Recognising that EDI activity is underpinned by good quality meaningful data, we will ensure we use data to track progress, performance and key metrics recommending areas of improvement driven by our data.

Respect

- Meeting our obligations to ensure that all our employees feel respected, valued, and accepted for who they are. We will value and respect the contributions our employees bring to the company.
- Celebrating diversity in every aspect, respectfully embracing our differences and the creativity that diverse thoughts bring to decision making.

We have dedicated employee led networks that work to ensure our Employees feel valued and help improve where gaps exist. Each employee led network is sponsored by an executive leader.

Full details of how we cultivate an inclusive workplace, facilitate fair opportunities for all and take forward our commitments to Equality, Diversity and Inclusion are available in our EDI Policy which can be located on our HR Information system and upon request from the People Team.



Andy Walls, Chief Executive Officer

01 December 2023